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Journal of the National Association of Local Government Officers

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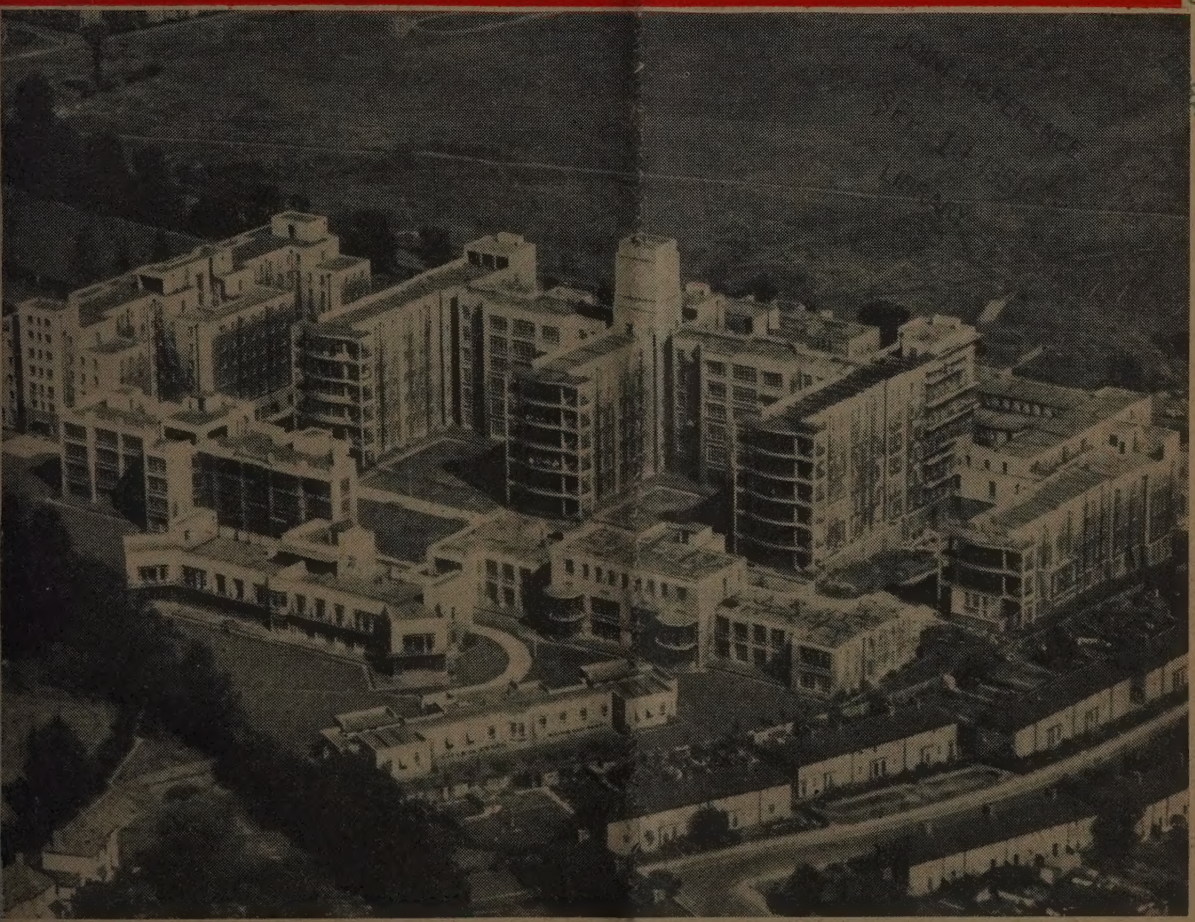

St. Helier Hospital, Carshalton

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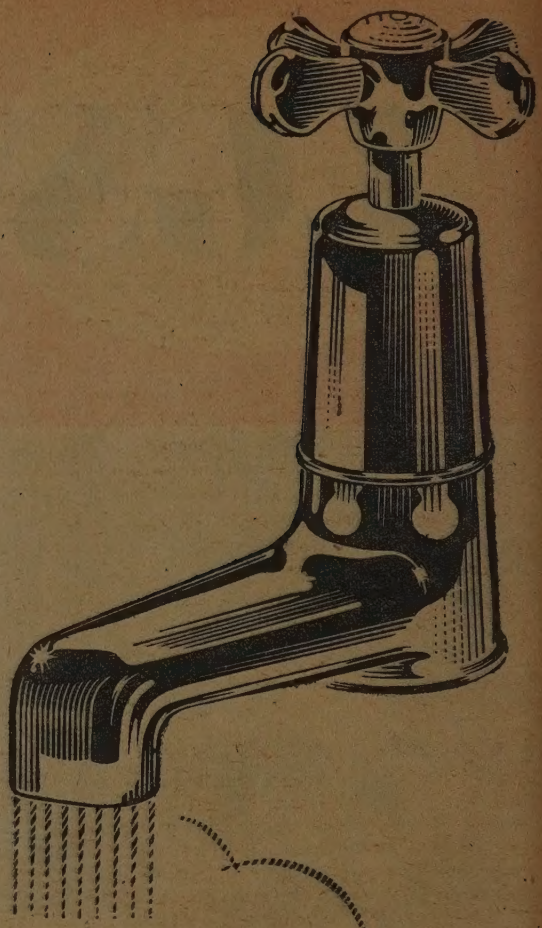
Health Service salaries awards

Dr. Therm says:



HOT WATER in the HOME means HEALTH

Housing Authorities should aim for an adequate and labour-saving supply of hot water in every home, not only in winter, but in summer. The Food and Drugs Act insists that hot water be available in all shops and other establishments where food is handled. Is it not equally important that the same facilities be available in the home, both for food cleanliness and for personal and domestic cleanliness? Yet new homes with no easy *summer* method of getting hot water are not properly equipped. That is where Mr. Therm comes in. A gas sink water heater in the kitchen gives hot water on tap in summer, day and night, where it is most wanted. It is indeed Good Health through Cleanliness, on tap.

With Mr. Therm's help, Housing Authorities can not only solve a social problem of first importance, but, at the same time, make

a definite contribution
to coal economy and smoke abatement

Issued by the Gas Council

HOT WATER by GAS

September 1951

Volume 26 Number 19

LGS

Local Government Service

Journal of the National Association of Local Government Officers

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A healthier Health Service

IT IS A HAPPY coincidence that, in this issue of "L.G.S.," devoted largely to a review of the progress of the national health service and the work of some of those engaged in it, we are also able to record agreements on the staffs' claim for higher pay for most of the officers whose conditions are settled by the Administrative and Clerical Staffs Council.

The agreements, summarised on another page (though not as yet officially, since the "official" text was not available when we went to press) are complicated, as seems to be inevitable in so highly complex a service, covering so wide a range of occupations. Broadly, however, they mean that the bulk of the men in the present General Division will get rises of between £30 and £70, with a maximum £45 higher, that women in this Division will get between £40 and £55 more, with a maximum £37 higher, and that most of those in the higher divisions will get an increase of £50 (£40 for women now in Clerical or A.P.T. I who go into the new Grade C). In addition—and possibly even more important—the agreement provides for the clerical and administrative grades a new salary structure not modelled, as is the present one, on that for local government, but designed specifically for the administrative needs of the health service, with fewer grades and a longer progression within them.

In general, we think that most officers in the health service will regard the result of the negotiations—initiated by the staff side under the inspiration of NALGO—as satisfactory, though many may be disappointed, as were the officers of the sister local government, electricity, and gas services, that the rises are not more substantial. In view, however, of the demands of rearmament, the growing risks of galloping inflation, and the rigid ceiling set by Government policy on expenditure on the health service, it would have been unrealistic to have expected more. It is particularly gratifying that the increases were obtained by agreement and not, as was feared at the time of the Blackpool Conference, only after resort to arbitration : if the decision of the employers to improve on their original unacceptable proposals means that a new and better spirit is entering into the negotiating machinery, then the agreement should be welcome indeed. Unhappily, however, this spirit is not yet everywhere apparent, and the staff side has been compelled to refer to the Industrial Court its claims in respect of hospital secretaries and senior officers of regional hospital boards, hospital management committees, and boards of management.

While the agreement gives general guidance on regrading within the new salaries structure, it leaves it to each employing authority to decide where a particular post is to be placed, after examination of its duties. This imposes upon branches the need to examine regrading proposals with special care to make sure that they are in keeping with both the letter and the spirit of the agreement. In doing this, and in challenging all unsatisfactory proposals, they should, wherever necessary, seek the advice and help of district officers. Only in this way can we ensure that regrading shall be beneficial and equitable to all.

Arbitration Order

WHEN THE Conditions of Employment and National Arbitration Order was approved by Parliament in 1940, we acclaimed it as "a document of historic importance to NALGO . . . a landmark in the Association's long struggle towards fair treatment for local government officers everywhere." We based that claim on the fact that the Order provided, for the first time, statutory recognition of collective bargaining and, still more, statutory enforcement of its results . . . "in short, a Charter for trade unionism of a scope hitherto unattained in this country or anywhere else." It would, we foreshadowed, enable NALGO to achieve, in one stroke, two of its major objects—complete, nation-wide Whitleyism, and standardised basic salaries and conditions, binding upon every local authority.

The event has justified that expectation, though not without a fight. At the start, the local authorities, through Bolton Corporation, sought to establish that they, alone among employers, were not subject to the terms of the Order, and NALGO had to challenge that contention, through the High Court and the Court of Appeal, right up to the House of Lords. It won its case—the greatest legal victory in its history—and, within a few months, had, through the Order, secured virtually complete adoption by local authorities of national decisions on cost-of-living bonus and supplementation of the pay of officers on war service. Later came the reconstitution of the National Whitley Council and the adoption of the "Charter" of

salaries and service conditions, now observed, with only few and minor exceptions, by every local authority in the land.

It is probably difficult for officers who have entered the service since 1946 fully to appreciate what this means. They have always enjoyed "Charter" pay and conditions and, though they may criticise them in detail, they know that they will be applied without question. But older officers will remember the position before 1940, when every local authority was its own master, fixing its own salary scales—which it could raise or reduce at its whim—and deciding its own working hours, holiday scales, sick pay, and other service conditions. As recently as May 1939, HARRY ALLEN, then chairman of the N.E.C. Service Conditions Committee, wrote in "Local Government Service" of officers who, after ten years' service, were paid less than roadmen, of the withholding of increments because a local election was due, of councillors elected on a pledge to cut salaries, and of a chaos of varying wage rates, some reasonable, many appalling. In a report at the same time we quoted shocking instances of political influences keeping salaries down, of men being recruited at the age of 40 and over at less than General Division rates because they were unemployed and glad of a job at any kind of pay, of men refused more than £2 10s. a week until they had obtained a professional qualification, of council "strong men" personally fixing all salaries, at the lowest possible level, of chief officers fighting claims for salary increases for their staffs. We instanced a clerk and typist with a salary of £10 a year, a county council five of whose officers were paid less than £40, and another which paid a maximum of £2 a week at age 31. The only remedy to these conditions was action by the local branch, with help from the district officer—but many branches were too timid to do anything, and in some of the worst areas the officers would not even join NALGO.

The National Arbitration Order enabled NALGO to change all that—and within seven years local authorities everywhere were applying standard pay and conditions. Nor have local government officers alone benefited, for nationally negotiated pay and conditions are now enjoyed by all NALGO's newer members in the national health, electricity, gas, and municipal transport services.

Essential provisions retained

More than any other factor, therefore, the National Arbitration Order has transformed the position and outlook in the public services which the Association represents, and it was natural that, at Blackpool this year, the President should have expressed the Association's reluctance to see the threatened abolition of the Order, and its insistence, should it go, that some form of arbitration be retained.

The Order has now gone, mainly at the demand of the industrial unions who, unlike NALGO, resented its interference with the right to strike. Happily, however, the Industrial Disputes Order, 1951—Order 1376—which has taken its place, preserves most of the provisions of the old from which NALGO derived such outstanding benefit. It provides, in brief, that any trade union which cannot reach agreement with an employer or organisation of employers (and, equally, any employer or organisation of employers which cannot reach agreement with a trade union) may report the dispute to the Minister of Labour and National Service. When a dispute is reported, the Minister will first submit it for settlement to the appropriate negotiating machinery—in our case the National Joint Council for the service concerned. The National Joint Council may itself reach agreement or give an award on the dispute, or it may refer it to the Industrial Court or other conciliation machinery: in either event the decision reached will be treated as a final settlement of the dispute.

Should, however, the National Joint Council fail to agree either on a settlement or on reference to the Industrial Court—and it must be remembered that a National Joint Council cannot reach agreement save with the approval of majorities of both sides, staff as well as employers—then the Minister must refer the dispute, normally within 14 days, to an Industrial Disputes Tribunal, set up to replace the now defunct National Arbitration Tribunal.

Speedier in action

This Industrial Disputes Tribunal, consisting of three members—a chairman, a representative of employers, and a representative of employees, chosen from panels recommended by the British Employers' Confederation and the T.U.C. respectively—must hear the parties to the dispute and make an award without delay—normally within 14 days of the reference of the dispute. Its award will become an implied term of the contract between the employer and the workers to whom it applies, enforceable by action in the Courts—with the further proviso that, where recognised terms and conditions of employment "settled by machinery of negotiation or arbitration to which the parties are organisations of employers and trade unions representative respectively of substantial proportions of the employers and workers engaged . . ." have been established, then the Tribunal may require the employer to observe those terms and conditions or terms and conditions which are not less favourable. Since all the decisions of a National Joint Council, when "established," come within the definition of "recognised terms and conditions," the Tribunal can, in effect, require employers to observe them.

So far as NALGO members are concerned, therefore, the new procedure does not differ materially from the old, save that it should be slightly quicker in action. There is, however, one difference. The Tribunal cannot hear a dispute about the employment or non-employment of an individual, or whether an individual should or should not be a member of a trade union: it cannot, therefore, intervene to secure the reinstatement of an officer unjustly dismissed, nor in any dispute over the "closed shop." The latter does not concern us, and the former only slightly. The Association has, in the past, taken a number of cases of alleged wrongful dismissal or victimisation to the National Arbitration Tribunal and has secured awards: but, since these awards cannot be enforced against an employer who refuses to accept them, the provision has been of little practical help. In these happily rare cases we are mainly dependent on the good will of employers and the moral influence of the National Joint Council. Apart from this one exception, however, the Tribunal can hear any dispute between an employer and his staff which is connected with terms and conditions of employment of the staff.

The new procedure is experimental, and its success will largely depend on the authority which the new Tribunal is able to develop as its work proceeds. NALGO, which made highly successful use of the old National Arbitration Tribunal, has no reason to fear that the new will not be of equal benefit to its members in all services.

Hospital system is profiting from its past mistakes

by S. G. HILL, LL.B., D.P.A.*

HOSPITALS have been nationalised for three years. How is the system working? How far have we laid a sound foundation for the future? How can we profit from past mistakes?

On the whole, I think we may claim that things have gone pretty well; though some aspects of the service might have been better, and much remains to be done before there is any room for complacency.

None will regret the passing of the "Midsummer Night's Dream" atmosphere of the early days, when the "checks" upon high expenditure imposed by councillors accountable to the ratepayers, and voluntary hospital committees who had to think in terms of "egg weeks" and timely deaths, disappeared overnight, to be replaced by management committees, not clearly accountable to anybody, but with the belief that the day had come at last when the many deficiencies of the hospital service could be made good without thought of the cost; though many will regret that the pendulum has swung so far in the opposite direction. To their credit, some management committees did not climb on the financial band-waggon and from the start were reasonable and moderate in their expenditure. It is the inevitable irony of fate that it is these committees which are today most hard pressed to maintain existing services in the face of the inevitable retrenchment.

Viewed against a large enough background, this initial "spending spree" did not, perhaps, do much harm, and what harm it did was moral rather than material, since the deficiencies of the hospital service on July 5, 1948, were so great that it was almost impossible to waste money in making them good.

Gilbertian "guesstimating"

Another aspect of the financial side is the Gilbertian system of estimates and the "water-tight" financial year—a system under which dates are more important than sound management and which has led, I have no doubt, to comparatively unnecessary expenditure of some hundreds of thousands and perhaps millions of pounds. This is because estimates must be prepared much too early—with the result that their preparation is largely a guessing game, and bitter experience has shown that, in the long run, high guesses cause much less trouble than low guesses—and also because the estimates are regarded as sacrosanct, a fact which, combined with the rigidity of the financial year and the absence of any carry-over arrangements, means that any over-estimating must be converted into actual expenditure if the opportunity to spend the money is not to be lost and a lower actual expenditure is not to react disadvantageously upon estimate approvals for the following year. To be fair to the Ministry, the system is almost certainly imposed by the Treasury, and the latest concession about forecast estimates has gone some way to meet the difficulty of estimating too early. It escapes me, however, why a "carry-over" could not be permitted under proper safeguards; it could not fail to save money. Basically, however, the estimating system is wrong and wasteful and must sooner or later be replaced by some scientific costing system based upon the real value of the services provided

Instructions too detailed

What about the overall structure and organisation of the service? The original concept that the Ministry should be responsible for national policy, the regional boards for local planning, and hospital management committees for day-to-day administration, has worked reasonably well, though none of the three has an entirely unblemished record. The Ministry has interpreted its policy functions too narrowly and prescribed technical instructions in too much detail. Our purpose is to administer the hospitals for the benefit and comfort of their patients, not to see how efficient and elaborate an administrative and accounting machine we can build. Apart from the foregoing, however, I have not found Ministry circulars unreasonable, in either content or quantity, though some are a little naïve and academic. This tendency could be readily corrected by discussing proposed new instructions, before issue, with those who will have to carry them out.

The Ministry has been much criticised for issuing the famous H.M.C. and R.H.B. circulars, but I think that this criticism has arisen largely from the natural aversion of *any* organisation to receiving circulars from *any* higher authority, particularly a government department. In my view, the Ministry's record in this matter has been much better than it might have been, and it is to its credit that it has, on occasion, modified circulars after representation from those who received them. Similarly, the bite of the Central Supplies Department has proved less ominous than could have been supposed from its original bark (H.M.C. (49)72). There were grave misgivings about this venture, and many of us had visions of endless and meaningless standardisation, with liberal supplies of square pegs for round holes in the best quartermaster's stores tradition. In practice, however, though far from perfect, the system appears to have worked reasonably well.

**Mr. Hill is secretary of the Northampton and District Hospital Management Committee and was formerly Superintendent of Dudley Road Infirmary, Birmingham, and of Northampton General Hospital.*

Regional boards have, on the whole, done a good job in their far from comfortable position between the Ministry and H.M.C.s. They have been at pains to consider the views of H.M.C.s and to take them into account in their regional planning. This tendency may be diminishing a little now that the boards have more knowledge of affairs in the region, but I hope that, in their own interests, they will continue to act as consultant and planning bodies, and will not become too much involved in the local affairs of management committees. It was never intended that a regional board should act as a central controlling authority in respect of all the hospitals in its region, and such action could result only in loss of local interest, wrong decisions owing to lack of local knowledge, and increased expenditure owing to duplication of functions at hospital, management committee, and regional levels. Happily, most regional boards seem to recognise this.

Hospital management committees, too, have generally worked well. Financial irresponsibility, shown by some in the early days, is now a thing of the past. Some have too readily and unnecessarily assumed that the regional board was a natural enemy, with the result that the inevitable and legitimate divergence between the "local view" and the "central view" has led to open antagonism. Co-operation and understanding between regional board and management committee, though difficult to achieve in all things, is essential to the success of the service.

Over-centralisation

Management committees, in my view, made their greatest mistakes in connection with group administration. The group concept was admirable and no other pattern would have been practicable, but some management committees appear to have confused centralisation of policy, which is good, with centralisation of day-to-day administration, which is usually bad. This has reacted most sharply to the disadvantage of the unit administrator of the individual hospital, whose present status, in some areas, of something between a chief clerk and a caretaker, cries shame upon the whole system. However much policy is centralised, and however many hospitals are administered by one management committee, each hospital remains a single entity, and to administer it in any other way than by having one officer at the hospital clearly responsible for lay administration, must lead to frustration and inefficiency. There are signs that this is now being recognised. It should equally be recognised that, if individual hospitals are to be properly administered by competent administrators, then the administrator must be properly paid.

Finally, is the hospital service a "happy ship"? Some months ago I should have said "yes" without hesitation. Today I would still say "yes"—but with some reservation. I hope that, in a few months' time, the answer will not be "no." My doubts are caused, in the main, by the recent dismissal of Mr. Griffith, secretary to the St. Helier Hospital Management Committee Group, in circumstances which suggest that he was being made a scapegoat for the regional board's dislike of his committee. The regional board agreed to hear an appeal, but later declined to do so, and, despite pressure from Members of Parliament and professional bodies, the Minister has so far refused an impartial inquiry. While the Minister's disinclination to intervene too readily in local affairs is to be commended, the effect of this case on the morale of the service is so dangerous that an impartial inquiry is now the only means of removing the unrest within the service.

Minister's call: partnership the key to greater efficiency

For this health service number of "L.G.S." we have received the following message from the Minister of Health, the Rt. Hon. Hilary Marquand, M.P.

THE NATIONAL HEALTH SERVICE is only three years old. Within that short time there have been two great transfers of responsibility. The Health Service itself has taken over a large number of hospitals from the local authorities; the Minister of Local Government and Planning has taken over responsibility for housing and other important services from the Minister of Health. Members of NALGO play an important part in all these services, and I gladly send them my warm thanks for the way in which they have helped to carry through smoothly these great administrative changes.

Much has already been achieved in the Health Service; much remains still to be done by way of adjustment and improvement in the light of experience and changing circumstances. Above all, the service must be brought to an even higher pitch of efficiency, ensuring the best and fullest utilisation of all the resources, both human and material, available to it. Herein lies a challenge to the enthusiasm and imagination of all health service officers. Every one of them is not merely an employee, but an active partner in this national enterprise. Let us set ourselves to develop and extend this feeling of partnership—by joint consultation at hospital level, as well as through the National Whitley Councils.

When the service was launched, its morale was high. The ideal was fascinating and many officers and members of committees were imbued almost with a sense of crusade. Further, everybody was extremely hard worked—the surest guarantee of pride in achievement and good morale I know. Since then we have heard much of differences between secretaries, finance officers, and supplies officers. There was nothing in the pattern of the service to cause such difficulties and most, practically all were the result of factors of personality, happily, have now been resolved, and should not recur.

The medical superintendent situation jogs anomalously and uncomfortably along, though it is to be hoped that time will eventually solve it by demonstrating to the doctors that they have more to gain from sticking to clinical practice than from dilettante dabbling in administration, for which they have neither training nor (in many cases) competence. In the meantime, we may derive some wry satisfaction from the knowledge that it is only in England, with its genius for making the best of unworkable systems, that one would find a medical superintendent of a hospital (and thus presumably its chief administrator), being paid the higher rate applicable to clinical practice *provided* he devotes no more than 10 per cent of his time to administrative work. If this means, as it does, that the real administrator is a lay officer vaguely answerable to the medical superintendent, why not give him the authority and responsibility which he must exercise in everything but name?

These, then, are the main developments, trends, and difficulties of the hospital service during its first three years of nationalisation, as I see them. They might well have been worse—but let it be the aim of all of us to make the next three even better.

A day in an X-ray department

by "Mr. L."

THIS X-RAY department, with two diagnostic X-ray units, supplies a 400-bedded hospital of medical, surgical, maternity, and paediatric wards. Most of the patients are quite ill: fully 70 per cent are stretcher cases unable to stand, and many of them unable to co-operate in the examinations. A large number of the cases are emergencies from either a medical or surgical point of view. In addition, there are many patients from clinics—maternity, child welfare, T.B. contact follow-ups, heart clinics, and so on. We are also asked for a fair number of electro-cardiographs.

A very hard-worked staff consists of two radiographers, two trainees, and one clerk: Mr. L., Miss M., Pat, Derek, and Mabs. There are four radiologists who, between them, do eight sessions a week.

Today is Tuesday, and a typical day in the routine of my department. The staff are on duty at ten minutes to nine. Already sitting in the corridor are some fifteen to twenty children and parents from the contact clinic. A quick look round, check up on machinery and darkroom, and we are all set. We take the biggest boys first.

"Come on, lads. Yes, you can come with them, Mother. Strip to the waist, boys." And away we go; one of us exposing, and one positioning. The younger children are asked to come and watch so that they will know what to expect when their turn comes. This is the type of conversation that usually follows:

"Hello, Jimmy, push your chest into this plate, that's the way. What school do you go to? Are you in the football team? Now, breathe in and then hold your breath. Good. Just one more, sideways this time. There you are, all finished. That didn't hurt, did it?" And so it goes. (We endeavour to remember to tell them to breathe again.)

As the films are exposed they go into the darkroom for processing, and the respective patients are asked to wait in the corridor. As soon as it is known that the quality of the radiographs is good, the patients are told they may go.

Smack in the middle of this session we are asked to do an emergency, suspected of being obstructed. Then, "Please X-ray a pneumonia on its way in." The R.S.O. then appears in the doorway. "There's a query perf. (perforated gastric ulcer), see if there's any gas under the diaphragm, please. Be careful though; he's on a drip."

These done, we return to the contact clinic. The girls, big and small, are seen to. Now for the younger children. The babies are not too difficult, because if they cry they are really being quite helpful. It is much easier to obtain films on inspiration on a crying baby—though a quiet child is much easier on the nerves. The two-year-olds and thereabouts are different: if one can gain their confidence they are not much trouble, but this is easier said than done. The parents can be most trying with these cases: naturally enough, they want to get the examination over and don't like having to bring the child back another day. But the kiddies never forget, and we find that a little patience and no bullying pays in the future follow-up.

"What's that? Johnny's wet all over the floor? Don't worry, Mother, we'll see to it. It's all in a day's work." ("It's your turn, Pat.")

We are now behind time. The darkroom needs a relief, there are dozens of films for the drier and Mabs wants the films to write up ready for the radiologist. That reminds me. "Mabs, can you find time to brew tea?

"Now, Derek, hurry those porters. Start the wards and try to clear one ward at a time. Yes, ma'am? I see. Miss M., would you mind doing this pregnancy, query position. Come on, Mrs.——this is nothing to worry about." Oh Heavens, the ante-natal clinic has started. Here they come. Query position. Query twins. Pelvimetry. We won't get much ward work done.

"Wanted on the telephone, Mr. L. It's the City Isolation Hospital. Can you do an emergency chest?"

"All right, tell them to send it right now, and those routine cases. Might as well do them altogether. What's that, Derek? Theatre want to send down a retrograde? O.K., we can just fit it in if it's ready right away."

We shall be late for lunch again.

The rush is over, and we all take a breather. That was some morning's work. Never mind, we have only lost half an hour of our lunch time. Two o'clock, and away we go again. Miss M. and Pat say it isn't fair to have to do cases during the lunch hour. (They stay here for lunch.)

Chests from this ward, abdomens from that ward, school-children for sinuses and mastoids.

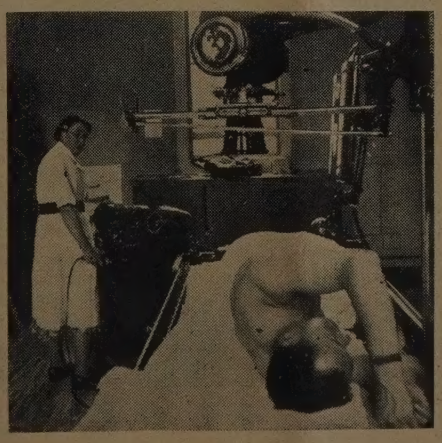
"Mr. L. Go and have a cup of tea. I've had mine, and was I ready for it! I'll do this one."

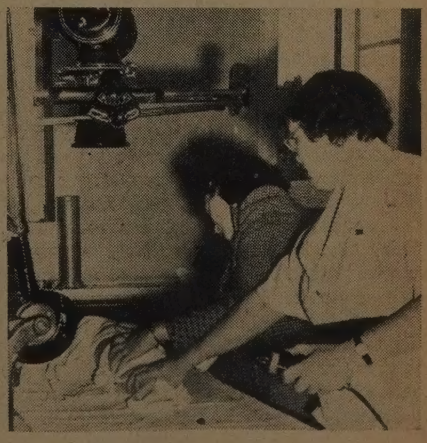
"Thanks, Miss M."

"Mr. L., will you do an E.C.G. and chest on a new baby for me? It's rather urgent. The child's very ill."

"Certainly, sir."

Pat has just answered the phone. Maternity want us





Speed in producing X-ray evidence to support diagnosis may save a life. The very young baby presents little difficulty provided it can be kept still, and in this the mother can help.

to do an obstructed labour on its way to theatre. Have to fit it in somehow.

The gynaecologist appears. "Thank you very much for doing that case for me, Mr. L. It's a great help."

The R.M.O. pops his head in. "Will you do a spine for me? I know it's getting late, but I'm worried about him. He was admitted as a paraplegia. I'd like his skull and chest done at the same time."

Derek and Pat have already gone. Have to be in early in the morning to tidy up. Hope I'm not called out in the night. It's Dr. T's screening morning tomorrow, and he has a list of barium meals and enemas. Better let the wards know what cases he's doing. He'll have a rough morning.

It is not always so hectic, but sometimes it's much worse. The forgotten clerical assistant has a tough time, too. Keeping the patients' register, writing up films and envelopes, taking down radiologists' reports and keeping duplicates, seeing that the appropriate ward, doctor, or clinic gets the finished film and report, and so on.

It's a hell of a life, but we enjoy it. All done for the love of the thing, and on a flat salary.

The almoner's job in the Welfare State

"AN ALMONER? Really? But, how surprising. I thought there was no need for such people nowadays. Not in a Welfare State, I mean, and with hospitals nationalised and everything."

This remark typifies popular misconception of the almoner's job today. The good lady who used to assess how much the patient could afford to pay for his hospital treatment, arrange a convalescent holiday for him, or approach philanthropic societies on his behalf to raise the money for an artificial leg or motor chair, must now, people suppose, be extinct because hospital treatment is free to all and the necessary "extras" are provided as a matter of course.

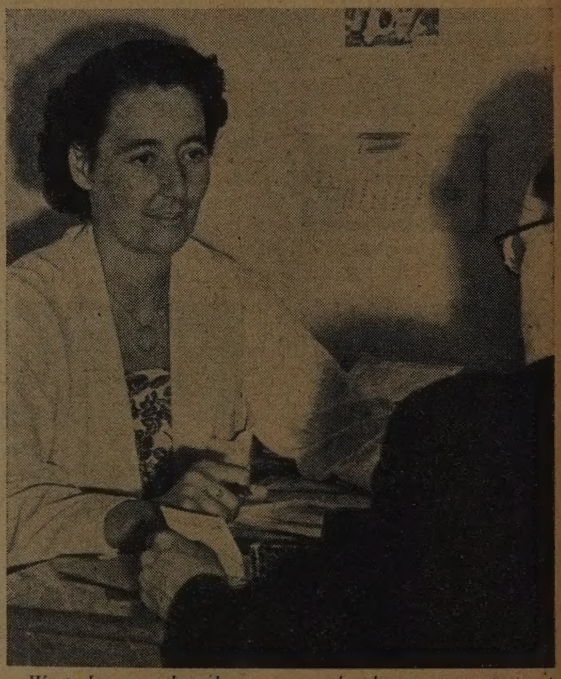
Yet, far from the need for almoners having ceased, their sphere of activity has widened. No Act of Parliament, however far-reaching, can bring in the millennium, and, notwithstanding the progress which has been made towards reducing poverty and equalising opportunity, there remain serious social and personal problems which cannot be legislated for and which, in times of illness, become more acute.

The initial principle underlying the almoner's work, therefore, is still the same as when the first almoner was appointed in 1895: that it is impossible to treat illness effectively unless the patient is considered as an individual, often as much in need of understanding and practical help as of medicine. The difference is that the patient is no longer necessarily one of the poor, for whom the net-work of social services was originally designed. People from all walks of life now seek treatment under the Act, and, since worry knows no bounds of class or education, many have serious problems. It is the almoner's job, in co-operation with the rest of the hospital team and with government and local government departments, social agencies, and employers of labour, to help them to overcome these problems so that the curative work of the doctors and nurses can have full effect—or even become unnecessary.

Anxiety, unhappiness, or maladjustment to life is sometimes the root cause of illness, or sometimes its result. A man is near breakdown because his job is either physically or mentally beyond him. The almoner may be able to steer him into a more suitable job so that he can find his place in society again. A disabled ex-serviceman cannot adjust himself to his restricted life. The almoner will try to discover his aptitudes and make the necessary contacts so that he can develop them as fully as his disability will allow and thereby regain an interest in living. A sick and harassed mother will not have the operation or take the rest her doctor advises unless she is assured that her children will be cared for during her absence. If she cannot make private arrangements, the almoner will probably get the local authority Children's Officer to help or perhaps draw on a fund to pay the children's fares to stay with a relative. A sick and ageing widower has no family or friends to care for him when he leaves hospital. The almoner can arrange for his admission to a home or, if he prefers, for someone to visit him daily at his own home to look after his wants. Thus, with her special knowledge of the many facilities available, her training, and her understanding, the almoner can often smooth out the troubles which would otherwise hamper recovery, or, in extreme cases, mar the rest of the patient's life.

The advent of the Welfare State, therefore, while freeing the almoner from constant pre-occupation with money, has left her plenty to do and has widened her scope. The grouping of hospitals, for example, has brought her to the rural areas for the first time, and, looming very large on her horizon, is care of the chronic sick, for while, at long last, positive steps are being taken to care for the aged who are lonely and helpless, the Health Act has strangely neglected to make special provision for the young chronic, whose plight is equally and unnecessarily pitiable.

More and more doctors are recognising the importance of medical social work under their own leadership, and



Worry knows no bounds . . . the almoner concentrates individual attention on individual problems.

there are pioneer jobs opening out all over the country. For the right person the job, though requiring fairly long training—a specialised year after two years at a University to gain a social service certificate—and demanding a great deal of knowledge and self-discipline, is rewarding. The Institute of Almoners, Tavistock House (North), Tavistock Square, W.C.1, is always willing to advise.

Work and problems of a hospital physicist

by J. R. GREENING, Ph.D.*

WHAT KIND of animal is the hospital physicist? Normally, a physicist has nothing to do with *physic*—a somewhat archaic term for medicine—but has graduated at a university in *physics*, which is a science embracing such subjects as electricity, magnetism, heat, light, sound, and the study of atoms and their nuclei. A hospital physicist, therefore, is a physicist who applies his training in physics to the study, diagnosis, and treatment of disease.

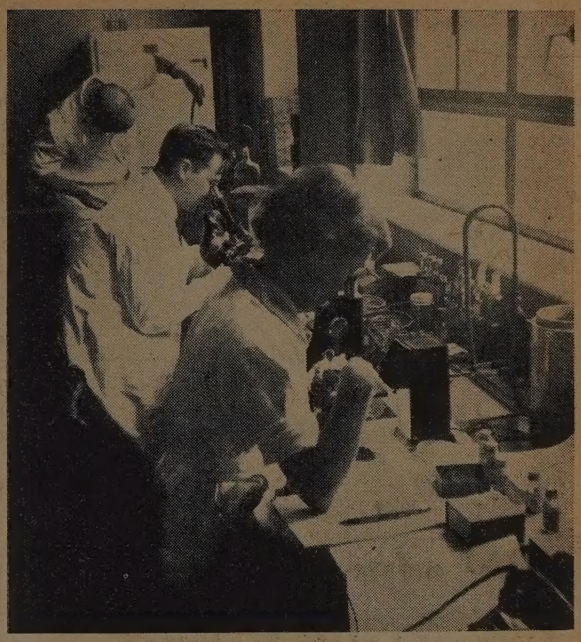
Until about 1930, the hospital physicists in the country could be counted on your thumbs, but, since then, there has been a rapid growth in their numbers, due primarily to the expanding use of X-rays and radium in the treatment of cancer and other diseases, and, since the war, to the use in hospitals of radioactive materials from the Atomic Energy Research Establishment at Harwell.

The majority of hospital physicists spend the greater part of their time working for the radiotherapy department, where X-rays and radium are used in treating cancer and other diseases. Here, the physicist is a front-line worker when he sees the patient with the radiotherapist to discuss and plan the treatment. He is also a front-line worker when he attends the operating theatre to advise on the distribution of radium needles during their insertion. But he is a back-room boy when he is devising some instrument for the accurate measurement of X-rays, or when he is doing research on the fundamental effects of X-rays on biological material.

Because of this "double life," the hospital physicist suffers constant interruption, for when he is in his "back room" he is wanted in the "front line" and *vice versa*.

Another difficulty with which the physicist has to contend is the shape of the human body. The treatment of a deep-seated growth by X-rays often involves the use of a large number of X-ray beams, which overlap over the region to be treated, and the accurate directioning of these beams at an invisible and inaccessible point within the body poses some difficult geometrical problems which are not made any easier by the absence of flat surfaces on the body itself. You may favour Clark Gable or Betty Grable, but my "pin-up" would have a box-like face, circular cylinders for arms and legs, and a trunk shaped like the one in which you pack your holiday clothes!

And don't be surprised, if you happen to be on the Pitsea marshes some time, to see a hospital physicist working there. Despite the most careful precautions, radium is very occasionally lost—perhaps in a patient's dressing.



"Send it to the path. lab!" In another hospital department, pathologists are kept ever busy examining specimens sent by many doctors.

Should there be some delay in discovering the loss, the dressing may have passed through the hospital's incinerators, been collected by the dustman, put on a barge, and taken down the Thames to be dumped at Pitsea. The search for lost radium can be quite exciting, involving some detective work and the use of very sensitive instruments, but if the trail ends at Pitsea in mid-winter, the final search can be a bitter experience.

So much for the difficulties to which the physicist has to adapt himself; there are others which can, it is hoped, be removed. The advent of the National Health Service produced two main problems for hospital physicists. The first was that, shortly before July 5, 1948, many hospital managements "froze" physicists' salaries pending the introduction of national scales which, it was expected, would be agreed when the service was established. Ever since, many of these managements, on the advice of the Ministry of Health, have continued to "freeze" salaries "pending the outcome of Whitley Council negotiations." Only now, after protracted negotiations which finished in the Industrial Court, have salaries scales been laid down, and an assimilation formula is still being discussed.

The second problem has been the greater difficulty experienced since the service was nationalised in obtaining expenses for attending scientific meetings and conferences. Attendance at these meetings is extremely important to the physicist, both as a means of keeping him abreast of his rapidly developing subject, and of providing him with an opportunity of discussing his problems with colleagues in other hospitals. This is another question which the Whitley Council has been considering for a long time but with little result.

Money has always been short in the hospitals, and this shortage has become more pressing as a result of the economies now being forced upon the National Health Service. We cannot afford to build, equip, and staff

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* *Dr. Greening is chief physicist at St. George's hospital, London.*

all the new laboratories we need for the wider application of physics to medicine.

The new radioactive isotopes made in the atomic piles, for example, are finding ever wider application. But in old hospitals, there is no room to develop these techniques and the physicist is frustrated in this vital part of his work until new hospitals can be built or old ones extended.

All the hospital physicist's major worries, therefore, seem to be bound up with money. This, of course, is true of other sections of the National Health Service. Nevertheless, I believe that we should do what we can as private citizens to ensure that the service receives the financial support necessary to make the best treatment available to all who need it, and to make possible that research and development which will lead to even better treatments in the future.

As a patient sees it

by ZB 47224

TWO SPELLS in a general hospital, the first with an appendix abscess, the second, three months later, to have the appendix out, are inadequate experience upon which to judge a system. But here, for what they are worth, are the impressions with which it has left me.

On the credit side, I found treatment and nursing beyond praise. Modern premedication, anaesthetics, and sedation have robbed operation of its terrors. Doctors were friendly, sympathetic, and ready to take endless trouble for the patient really ill. Nurses, whether old or young (and since mine was a training hospital, many were absurdly young) were superb: competent, calm, cheerful, gay, tireless, and undeterred by the most distasteful tasks. Food was ample, appetising, and well-served.

For the essentials, therefore, I had only praise abounding. But there were other things, trivial in detail but in the mass often distressing.

Before entering hospital, I was given an appointment to see the surgeon at 1.30 p.m. I was there to time, was shown to a tiny waiting-room packed tight with patients, and sat there on a hard chair, ill and in severe pain, until 3.45. Was this inevitable?

The surgeon examined me in silence, dismissed me in silence, and left it to a nurse to tell me, ten minutes later, that I was to go to the surgical ward at once. There, for the next five hours, I lay in increasing pain and foreboding, and it was not until 11.30 p.m. that the house surgeon came and told me what was the matter and what it was proposed to do. Was this unavoidable?

Surgeons are curiously insistent upon being addressed as "Mister." Is it unreasonable to suggest that, in these days of a classless health service, they might extend the same courtesy to their patients, and not address them as "Smith" or "Jones"? Nurses are sympathetic and comforting—but must they "jolly" the sick so much and shatter the attempt of every man over fifty to retain some spark of dignity in buttonless and too small hospital pyjamas with a "Come on, Pop!" or "Turn over, Dad"?

Sleep, we are told, is the best medicine. In my ward, the "lights" went out at ten p.m. But there remained a red night-globe in the centre of the ceiling, bright streams of light from the corridor at one end and from the Sister's room at the other, with neither door nor screen to shade them, and every few minutes the staccato flashing of signal lights, red, white, green, and orange. The night was a babel of noise: the wheeze and rattle of the lift; the clatter and squeak of unoiled trolleys and screens; the periodic shriek of two telephones, with bells loud enough to be heard three wards away and so placed that the patients could hear every conversation; the clop-clop of the night nurses' apparently steel-shod shoes; the whirr of the sliding doors of the linen cupboard next my bed.

The patient relies upon the hospital engineer for warmth, light, hot water. Here, the engineer explains the heating system to the secretary at St. Helier hospital, Carshalton, where these photographs were taken, with the co-operation of the secretary and permission of the Chairman.

At last, usually around 4.45 a.m., I would drop into an uneasy doze—to be shattered fifteen minutes later by the click of a switch and a flood of light as the nurses began the morning routine of temperatures, washing, and bed-making.

By seven a.m. this was ended and there seemed hope of a quiet hour before breakfast. Then "Aren't you quiet in here?" in a cheerful voice—"Let's have some music" and the nurse would turn on the loudspeaker to emit the brassy roar of the B.B.C.'s "Bright and Early" programme. The routine was now in full swing: ward sweeping, breakfast, bed-making, "back-rubs," dressings, injections, dinner, bed-making, "back-rubs," visitors (must try to be alert and cheerful) tea, injections, "back-rubs," radio bed-making, supper—and then the night music again.

Were I a hospital superintendent my first job would be to select the lightest sleeper on the staff, compel him to spend his nights in each ward in turn and his days, equipped with sponge rubber, an oilcan, and a few yards of blackout cloth, silencing and darkening the disturbances of the night. It would cost little—but mean so much.

I would tear down every loudspeaker (and see that headphones were working and audible at times other than when the engineer himself wanted to listen to the radio—in my ward they were turned up loud enough to hear without strain only at 9.0 p.m.). I would beg or borrow a few comfortable chairs, pictures, and magazines, so that "sitting" patients would not be compelled to spend miserable afternoons on hard wooden chairs in an otherwise unfurnished "day room." And—greatest boon of all—I would try to persuade the engineers who design such sleek and perfect operating tables and instruments to devote a Saturday afternoon to finding some alternative to that relic of the torture-chamber, the bed pan.

Small criticisms, all, of a wonderful service. But the superintendent or matron who removes them will earn the gratitude of thousands.

5/- a day

or 35/- a week while receiving free in-patient treatment in hospital up to 56 days. That is one of the valuable new benefits available to Hospital and Nursing Home scheme members. Death Benefit scheme members have just had bonuses of £2 per cent per annum credited to them, and all previous bonuses doubled. Post coupon to find out how you can obtain similar benefits.

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Higher pay on new scales for most health service staff

PAY INCREASES for large sections of staff in the national health service are provided in agreements reached on July 23. The agreements cover all officers of executive councils and the clerical and administrative staff (except designated officers) of other health service authorities. Since the official text is not yet available, and certain points remain unsettled, it is impossible to give an authoritative version, but the following represents the broad outline of what was agreed. Members should not, however, approach employing authorities until the official circular has been sent to them.

Executive councils—designated officers

Salaries are based on the population of the area covered by each council, ranged in eight grades:

Thousands	*Thousands*
A: 50—75	E: 500—1,000
B: 75—150	F: 1,000—2,000
C: 150—300	G: 2,000—3,000
D: 300—500	H: over 3,000

The salaries in these grades are:

Clerk—A: £690 × 30—£840; B: £770 × 30(4) × 35—£925; C: £870 × 30(3) × 35(2)—£1,030; D: £980 × 30(1) × 40(4)—£1,170; E: £1,100 × 40—£1,300; F: £1,225 × 50—£1,425; G: £1,335 × 50(3) × 75—£1,560; H: £1,430 × 50(1) × 75(3)—£1,705;

Deputy Clerk—A: £460 × 20—£560; B: £515 × 20—£615; C £580 × 20(4) × 25—£685; D: £655 × 25—£780; E: £730 × 25(3) × 30(2)—£865; F: £815 × 25(3) × 30(2)—£950; G: £890 × 30—£1,040; H: £955 × 30(2) × 40(3)—£1,135;

Finance Officer—D: £585 × 25—£710; E: £640 × 25(4) × 30—£770; F: £720 × 25(2) × 30(3)—£860; G: £800 × 30(3) × 35(2)—£960; H: £860 × 30—£1,010;

Registrar—C: £470 × 15(3) × 20(2)—£555; D: £505 × 15(3) × 20(2)—£590; E: £535 × 20(3) × 25(2)—£645; F: £620 × 25—£745; G: £670 × 25(3) × 30(2)—£805; H: £720 × 30—£870;

Deputy Finance Officer—E: £505 × 15(3) × 20(2)—£590; F: £570 × 20(2) × 25(3)—£685; G: £610 × 25—£735; H: £660 × 25(3) × 30(2)—£795;

Deputy Registrar—E: £470 × 15(3) × 20(2)—£555; F: £505 × 15(3) × 20(2)—£590; G: £535 × 20(3) × 25(2)—£645; H: £610 × 25—£735.

The new scales apply from May 1, 1951. Existing officers should be assimilated at the point corresponding to that they have already reached on the old scales. Where such assimilation would give the officer an increase of less than £50, he should, instead, receive an assimilation grant of £50 (provided his salary does not in consequence exceed the maximum of the new scale). Where payment of the £50 assimilation grant brings an officer's salary to a figure which is not an incremental point on the new scale, he will proceed up the scale by appropriate annual increments until his last year in the scale, when he will receive a partial increment sufficient to bring him to the maximum.

Clerical and Administrative

The agreement for clerical and administrative staff (other than designated officers) provides for a completely new grading structure of seven grades to come into operation as from May 1, 1951. The new grades are:

Grade A (Clerical)—covering officers performing clerical duties dealing with particular matters in accordance with well-defined instructions, shorthand typists (including medical shorthand typists), copy typists, machine operators, and pricers. Shorthand typists who do some clerical work (whether or not called personal secretaries) should be graded in this grade unless their other responsibilities justify a higher grade.

Age	*Men*	*Women*	*Age*	*Men*	*Women*
	£	£		£	£
16	150	145	24	310	260
17	170	160	25	330	270
18	190	180	—	350	285
19	210	195	—	370	300
20	230	210	—	390	315
21	250	225	—	410	330
22	270	240	—	430	345
23	290	250			

Officers appointed after adoption of the grade will, if they are under 25, enter at the appropriate point and, if they are 25 or over, at £330 (men) or £270 (women): except that officers previously employed in Grade A by another health service employing authority will enter at the point they had already reached on the Grade A scale (excluding any extra increments awarded by the previous employer). In exceptional circumstances, employing authorities may award a higher starting point to an officer aged over 25 whose previous experience with an outside employer is relevant to the work he will do in the service, provided that no one may enter at a point higher than he would have reached had he entered at the appropriate point at age 25. This discretion may be exercised only at the time of first appointment to a health service post and applies only to Grade A.

Officers engaged wholly on simple repetitive routine work (e.g. routine filing, simple repetitive routine calculations, copying, copy typing, straightforward punching or verifying of punch cards, operation of simple adding, addressing, or duplicating machines or other machines requiring an equivalent degree of skill) may not go beyond a maximum salary of £370 (men) or £300 (women).

Men and women shorthand typists, operators of accounting and calculating machines (other than the simple types mentioned in the preceding paragraph) and officers sorting or tabulating punch cards may, at the employing authority's discretion and with due regard to proficiency, be paid at any point not exceeding four increments above the normal point on the scale. The same may be done for officers performing complex punching or verifying operations on punch cards if they are also involved in the coding of the information to be punched. An officer transferred from this work to normal clerical duties should revert to the normal point on the scale.

The Joint Pricing Committee, Drug Accounts Committee, and Welsh Joint Pricing Committee, will continue to have discretion to pay additional pricer's allowances of £20 or £40. A pricer receiving an allowance who is transferred to clerical duties other than pricing should cease to receive the allowance.

Grade B (Clerical and Junior Administrative)—covering officers, including clerk-shorthand-typists and personal secretaries, performing clerical or junior administrative duties demanding greater initiative and resource than Grade A, e.g. the handling of particular matters of minor importance not clearly within the scope of defined instructions, initial investigation of matters of higher importance, and independent work of minor importance in small or isolated departments. An officer recognised as the leader of a group and who may be asked to train Grade A officers but does not carry responsibility for the supervision of their work may be graded in this grade.

Men: £230 (at 18) × 20—£330 (at 23) × 20—£460; *Women:* £225 (at 18) × 20(1) × 15(1) × 10(3)—£290 (at 23) × 10(5) × 15(2)—£370.

The scale is wage-for-wage up to age 23 only. Officers appointed after adoption of the grade at age 23 and over will enter at £330 (men) or £290 (women) unless they have already reached a higher salary on the Grade A scale, in which event they will enter at the point next above their existing salary.

Grades C-G—covering officers supervising sections or departments or doing individual work of greater responsibility than Grade B.

Grade C (Clerical-Administrative)—*men:* £415 × 15—£490; *women:* £335 × 15—£425.

Grade D (Clerical-Administrative)—*men and women:* £455 × 15(2) × 20(3)—£545.

Grade E (Administrative)—*men and women:* £520 × 20—£620.

Grade F (Administrative)—*men and women:* £585 × 25—£710.

Grade G (Administrative)—*men and women:* £685 × 25—£810.

London "weighting" will be additional to the new scales at the existing rates of £10 up to age 20, £20 between ages 21 and 25, and £30 at age 26 and over.

Regrading of posts

It will be the responsibility of the employing authority to regrade posts in the new grades, and to decide (in accordance with the Whitley Council's definition) which posts in Grade A should be classified as having simple repetitive routine duties.

Posts whose duties fall within the new definitions of Grades A or B should be graded in the grade appropriate to the duties, whatever their present grading. Other posts will normally be regraded as follows:

Clerical Division (in Scotland, Higher Division I) and A.P.T I—into Grade C; Higher Clerical Division (in Scotland, Higher Division II), A.P.T II and III—into Grade D; A.P.T. IV and V—into Grade E; A.P.T Va and VI—into Grade F; A.P.T VII and VIII—into Grade G.

This general guidance does not relieve employing authorities of the responsibility of grading each post according to its duties. In particular, they should consider the grading of posts held by women in the Clerical and Higher Clerical Divisions and in A.P.T I, II, and III, since their assimilation into the new grades would, in some cases, reverse salary relativities.

Posts now graded Miscellaneous should be regarded in the new grade appropriate to its duties if, but only if, the duties are normal clerical or administrative duties for which the normal working week is 38 hours (or whatever longer hours are in force for clerical staff in general).

The new grades should not be used for any officers (even if at present graded in Miscellaneous or in one of the clerical or A.P.T. grades) who are not within the purview of the Administrative & Clerical Staffs Council, nor for officers who, though within the Council's purview, normally work a longer working week than the main body of administrative and clerical staff (e.g. catering officers, domestic superintendents, hostel wardens, farm bailiffs, storekeepers and their assistants). Nor should they be used (except when agreed by the Whitley Council) for other designated posts with which the Council deals separately.

Any officer dissatisfied with his new grade has the right of appeal.

Assimilation of existing officers

1. *To Grades A or B from General Division*

(a) Officers doing simple, repetitive, routine work will, if under age 28, be assimi-

lated at the point of the new scale corresponding to their age point in the General Division (e.g. a man aged 27 will enter the scale at £370) and proceed by normal increments to a maximum of £385 (men) and £308 (women). Such officers aged over 28 will receive £385 (men) or £308 (women) as long as they remain on routine work, except that those at present on either of the two top points of the General Division will receive £25 (men) or £20 (women) in addition to their present salaries but no further increase. Women doing repetitive, routine work who are now paid above the age rate in the General Division will be assimilated either at the point on the new scale corresponding to the age rate on the General Division, or at the point next above their existing salary, whichever is the higher, and will proceed to a maximum of £308, except that those now on either of the two top points of the General Division scale will receive £20 in addition to their present salaries but no further increase.

(b) Other officers graded in Grade A will normally be assimilated at the point of the new scale corresponding to the officer's age point in the General Division. Women who are being paid above this age point and who are among the categories for whom up to four accelerated increments may be given under the conditions of Grade A may be assimilated at a point not more than four points higher than the point corresponding to their age in the General Division; if, however, this would result in assimilation at a salary lower than the officer's existing salary, she should be assimilated at the point next above her existing salary. Other women who are being paid above the age rate in the General Division should be assimilated either at the point corresponding to the age rate or at the point next above their existing salary, whichever is the higher.

(c) Officers graded in Grade B will be assimilated in whichever of the following two methods is the more favourable;

(i) Those aged between 18 and 23 at the appropriate age point and those over 23 at the 23 age point; or

(ii) At the point on the Grade B scale next above the salary they would have received on the Grade A scale had their posts been graded in Grade A and had they been assimilated as under (b) above.

2. To Grade B from grades other than General or Miscellaneous

Officers assimilated into Grade B from the Clerical, Higher Clerical, and A.P.T. Divisions will receive a fixed assimilation increase of £40 (men) and £32 (women) and proceed on a personal basis to a maximum £30 (men) and £24 (women) above the maximum of their present scale.

3. To Grades C to G

(a) On normal regrading, officers will receive assimilation increases of £50 for men in all grades, and of £50 for women assimilated to Grades D, E, F, or G, and £40 for women assimilated to Grade C. Officers at present below the minimum of the new scale will either enter at the minimum or receive the assimilation increase, whichever is the more favourable. Women in a post now graded in A.P.T.I which is regraded in Grade C will receive an assimilation increase of £40 even if they are already on the maximum of the old scale and will have a personal maximum of £475 (instead of £425). These arrangements are personal to staff already in these posts, and future appointments will be on the normal Grade C scale.

(b) Officers whose posts are regraded to a grade lower than the agreed norm will receive the normal assimilation increase appropriate and proceed on a personal basis to a maximum £30 above the maximum of their present scale, except that, in the case of women assimilated into Grades A, B, or C, the maximum will be £24 above their present maximum.

4. From the Miscellaneous Division

Men assimilated to Grades A and B will receive an assimilation increase of £40. Men assimilated to Grade C will receive an assimilation increase of £50, or enter at the minimum, whichever is the more favourable.

Women going from Miscellaneous II to Grade A will receive an increase of £24 above their present scale, with a personal maximum of £444. Women going from Miscellaneous I or II to Grade B will receive £32 above their present scale on a personal basis, with a personal maximum of £392 or £452. Women going from Miscellaneous I to Grade A will receive £32 above their present scale, with a personal maximum of £392 and those going from Miscellaneous II to Grade C will receive £40 above their present scale, with a personal maximum of £460,

In all cases where, on assimilation, an officer enters the new scale at a figure which is not an incremental point, he will proceed up the scale by normal increments to the last year, when he will receive a partial increment sufficient to bring him to the maximum.

Consequential provisions

The following consequential provisions are accepted by both sides as a translation of existing conditions into terms of the new grading structure, but this does not commit either side to their acceptance as right, either now or in relation to future negotiations.

1. *Overtime*—The salary scale limit will, on regrading, be increased from £495 to £545.

2. *Annual leave—in England and Wales*, the leave scale will be 12 working days for Grade A officers up to age 21 and 15 working days for those over 21; 15 working days for those in Grade B, 18 working days in Grades C-E and 21 working days in Grades F and G. In *Scotland* the scale will be 12 working days for Grade A officers under 21 or adults with less than five years' service, 18 working days for adult Grade A officers with more than five years' service and for all officers in Grades B-E, and 21 working days for officers in Grades F-G.

3. *Travelling and subsistence*—The scale of allowances at present payable to officers in A.P.T. I-VIII and lower are now payable to all grades up to G.

4. *Removal expenses*—Officers with salaries not exceeding £460 (men) and £370 (women) will be allowed 38s. 6d. a week, and officers with salaries above £460 (men) and £370 (women) will be allowed 45s. 6d. a week.

Grade H and existing posts on that scale are still under consideration.

The staff side also asked for a cost-of-living increment for officers who had opted to remain on the salary scale they enjoyed before July 5, 1948. This was refused, the management side being unwilling to do more than allow them a fresh option in the event of the scale of salary for their post being increased, and this option will, therefore, apply to officers in the new grades A to G.

The staff side has asked that further consideration be given to the claim of these

Continued on next page, at foot of column 1

Agreements give hope of brighter future—the President

We have received the following message from the President of NALGO, LEWIS BEVAN—the first President of the Association from the national health service.

I WELCOME the opportunity presented by this health service number of "L.G.S." to send a special message to my colleagues in that service.

It is good to know that our membership of health service staffs continues to grow. At every meeting of the National Executive Council we have reports of new recruits and new branches. This is only as it should be, for NALGO is doing a first-rate job for its health service members, particularly through its representation on four of the functional councils in which their salaries and service conditions are negotiated. In each of these—the Nurses and Midwives Council, the two Technical and Professional Councils, and the Administrative and Clerical Council (on which we have twice as many seats as any other organisation)—we may take credit for many of the improvements which have been gained, notably the greatly improved conditions of nurses, and, more recently, the salary increases announced this month for most of the administrative and clerical staffs.

Joint negotiation has proved more difficult in the national health service than in the other public services represented by NALGO. This is largely because all the money for the service is provided by the Treasury. This has led to the feeling that Treasury influence has been too strong to permit the management sides to negotiate with the freedom exercised by their counterparts on other Whitley Councils: a freedom which is essential if joint negotiation is to succeed. It is for this reason, I believe, that the staff sides have so often been compelled to refer their problems to the Industrial Court or the National Arbitration Tribunal for settlement.

The agreements recorded this month, however, do suggest that the management sides are acquiring a greater freedom and inclination to negotiate in accordance with the spirit and purpose of Whitleyism. We have not yet gone the whole way, for some claims must still go to arbitration, but I am encouraged to hope that the machinery which has given us so many disappointments in the past may yet prove as effective in settling our differences as has that established in the local government and other services.

LEWIS BEVAN

Education notes

by K. S. CARTER

A PRELIMINARY survey of replies to the questionnaire on post-entry training recently sent to branches reveals that, for a significant number of members, especially outside the large towns, the only possible means of study for many examinations is by correspondence. Several local education authorities however, are starting classes for the Clerical Division and Intermediate Administrative examinations. But the general position emphasises the necessity for the Association to provide reliable correspondence tuition of its own.

"Ignorance and illiteracy"

Sixty-five per cent of officers entering the first Clerical Division examination were successful, compared with the 56 per cent who passed the 1950 Promotion examination.

While a high proportion of candidates wrote "accurate and lively" English, the examiners draw attention to the weakness of many in précis writing and comment on the "prevalence of minute, almost illegible handwriting."

Of the papers in Local and Central Government, they report a great difference between "the maturity and understanding" of a few outstanding candidates and the "abysmal ignorance and startling illiteracy" of the worst. Candidates are advised in the future to present their answers clearly, both in lay-out and expression; to read the questions and all instructions carefully; to familiarise themselves with the exact meaning of all terms they meet in their reading, and not to rely on notes learned by heart to get them through without an adequate background of reading and discussion.

Future examinations

The Local Government Examinations Board has announced that the Clerical Division examination will in future be held twice yearly, in June and December, and the Intermediate and Final Administrative examinations annually in April. Presumably, many members who have just passed the Clerical Division examination will now be preparing to take the Intermediate Administrative examination either this October or next April. Let me, then, clear up a misapprehension which some of these members seem to have that, because English and Local and Central Government are subjects in both examinations, they need to read the two optional subjects only to prepare themselves adequately for the Intermediate Administrative examination. This is not so. The standards of the two examinations differ greatly, and much additional reading will be necessary before Clerical Division candidates can hope to reach the standard of the higher examination.

Good N.C.I. results

Once again, N.C.I. results this year are most satisfactory. Apart from the long list of Clerical Division examination successes, published in the July/August "L.G.S.," I have now heard that, of our fifteen students who took the A.R.V.O. examination for the last time under the old regulations, twelve were successful. In the Institute of Housing examination, which is a comparatively new one for the N.C.I. and for which, discounting a few individual entrants, we entered a small group for the first time, nine out of eleven of our students passed, compared with the over-all percentage pass of 55. Twenty-four of 27 entrants succeeded in completing their London D.P.A. under the old regulations, while in the I.H.A. examination, which involved a larger number of students, our percentage pass for the Intermediate was 76 and for the Final 88. Five of the eight who obtained honours in the Final were N.C.I. students—a fitting comment, I think, on the soundness of our tuition.

For national servicemen

The War Office is to supply NALGO Correspondence Courses for the Clerical Division examination to national servicemen at a nominal fee—usually 10s. For other examinations, annual grants of £3 10s. are available. Unit Education Officers have details.

Oxford experiment

The key-note of this year's Oxford summer school was active student participation. Apart from the lectures, which were of the usual high standard, the school was notable for the introduction of discussion groups, an innovation which proved popular. The eight electricity members present justified a special study group, and we hope that next year there will be similar representation from the gas, health, and transport services. A parliamentary government study group for Administrative examination candidates was especially well supported.

Another important development was the attendance as students of five members of the staff of the Ministry of Local Government and Planning. This was a welcome gesture from the new Ministry, which augurs well for its future relations with local authorities. It is hoped that next year other Ministries will follow suit.

The cover design of the school brochure, which was much admired, was prepared by the editor and artist of *Confluence*, the Castleford branch magazine.

Child care

With the co-operation of the Association of Hospital and Welfare Administrators, NALGO is organising a week-end school for the residential staff of children's homes at Linden Hall Hydro, Bournemouth, on October 27 and 28. The lectures will deal with all aspects of the welfare of children in the care of local authorities. Arrangements are being made for eight lectures by local government officers and Home Office officials who are intimately concerned with administration of the child welfare services. Interested members should write to me for details and enrolment forms.

Continued from preceding page.

officers and the management side has agreed to this, adding, however, that any modification in its views is unlikely.

Senior designated officers of hospital authorities

The two sides having failed to reach agreement on salary scales for these officers, the staff side claim is being referred for arbitration to the Industrial Court. Examples of the salaries claimed are:

H.M.C.—hospital secretaries (i.e. assistant secretaries): from £670-£910 to £1,030-£1,320; deputy secretaries: £515-£715 to £1,120-£1,350; finance and supplies officers: £610-£850 to £1,340-£1,630;

Undergraduate teaching hospitals—secretaries £2,100-£2,400; deputy secretaries £1,400-£1,600; finance officers £1,380-£1,630;

Postgraduate teaching hospitals—secretaries £840-£1,080 (group D) to £1,680-£2,040 (group A); deputy secretaries—£1,000-£1,240 (group B) to £1,120-£1,360 (group A); finance officers—£1,010-£1,260 (group B) to £1,140-£1,390 (group A).

R. H. B. secretaries — £2,350 - £2,850; assistant and area secretaries—£1,550-£1,900; treasurers—£2,100-£2,500; assistant treasurers—£1,400-£1,650.

London "weighting" to be added to all the foregoing scales at £36 on salaries up to £800, £48 on salaries between £800-£1,000, and £60 on salaries over £1,000.

The two sides have agreed that it is a matter of urgency to fix salary scales for all other designated grades within the purview of the Council, such as farm bailiffs, catering officers, domestic supervisors, and storekeepers. The staff side desired an immediate cost-of-living increase, to be taken into account on assimilation into any new scales which might be agreed. This the management side would not concede, but agreed to an alternative proposal that any new scales should operate from May 1, 1951, provided agreements were reached not later than December 31, 1951. This the staff side accepted.

For designated officers of joint pricing committee and pricing bureaux, the staff side has claimed £1,000-£1,250 for the clerk and £675-£825 for the deputy clerk of the Joint Pricing Committee for England, and a scale for superintendents of prescription pricing bureaux ranging from £645-£710 where the bureau handles fewer than nine million prescriptions a year to £790-£910 where the bureau handles 18 million or more prescriptions, and is awaiting the management side's reply to this claim.

Service conditions news

HEALTH by G. W. PHILLIPS

New scales for technicians and public health nurses

THE BIGGEST health service news of the month—the salaries agreements for administrative and clerical staffs—is reported on another page, with comment in the editorial pages. I hope to comment further next month after the official text of the agreements has been published.

Important decisions have been reached in other health service Whitley Councils :

Professional and Technical "B"

Dark-room technicians—The following scale of salaries has been agreed :

Men : £130 (at 16) x 20—£250 (at 22) x 15 (6) x 10 (2)—£360.
Women : £120 (at 16) x 10 (2) x 15 (2) x 20 (2)—£210 (at 22) x 10 (7) x 5—£285.

New entrants will start at the appropriate age rate up to age 22. Those aged 23 or over will enter at £250 (men) and £210 (women). The agreement, set out in P.T.B Circular 9, covers all conditions of service and contains a "no detriment" clause.

Medical laboratory technicians—After an award of the Industrial Court, agreement has been reached on payment for "stand-by" duty at blood transfusion centres. Details are in P.T.B Circular 10.

General Council

Class "Z" and other reservists recalled to the forces : Agreement has been reached on the following arrangements for employees of bodies constituted under the National Health Service Acts :

(i) Employees called up for 15 days' training as Class "Z" (army) or Class "G" (R.A.F.) reservists should be allowed special leave with pay as follows :

Annual leave :	*Leave with pay :*
18 days or less	8 working days.
19-23 days	6 working days.
24 days or over	4 working days.

The remainder of the absence should be treated as special leave without pay unless the employee wishes the absence to count in whole or in part against his annual leave allowance.

(ii) Employees called up as R.A.F. or naval reservists for periods of service of three months or 18 months respectively, should receive the balance of their civil pay during absence.

(iii) These arrangements should apply retrospectively to employees who have already completed or begun their period of training or service.

The position of local authority employees within the scope of the health service Whitley councils should be governed by the arrangements adopted by the employing authority for its employees generally.

Nurses and Midwives

Senior grades of public health nurses—Agreement on salary scales for senior grades has been reached, but details are not yet available.

Unqualified staffs—The Council strongly deprecates the employment of unqualified staffs in positions which should be occupied by qualified nurses. It has been agreed, however, that where, in a mental hospital, it is necessary to employ an unqualified person in such a post, the employing authority should have discretion to pay a responsibility allowance, provided the total remuneration does not exceed £20 less than would have been received by a qualified nurse in the same position with the same length of service in the grade. In hospitals other than mental hospitals, the Rushcliffe recommendation remains in operation.

Resident nurses—salary on promotion—Where, on promotion to a higher grade, a nurse would receive a lower net salary than before promotion owing to increased board and lodging charge, entry to the new scale will be at the point which, after the deduction of the annual charge for board and lodging, gives an increase over the salary, less board and lodging charge, received immediately before promotion, provided that the maximum of the new scale is not exceeded. This provision will apply retrospectively to February 1, 1949, but will relate only to promotions involving an increase of more than £10 in the board and lodging charge. Promotions which involve an increase of £10 or less are covered by the terms of N.M.C. Circular 6.

Midwifery service allowance—The Council has agreed that the midwifery service allowance shall not be paid after March 31, 1952. The agreement is set out in N.M.C. Circular 16.

TRANSPORT by JOHN LANCASTER

Consultative committee reviews current problems

THE NATIONAL Consultative Committee for the transport industry met on Saturday, July 21, 1951. MISS F. F. POLE, N.E.C., was appointed chairman and MISS M. TOWNSON, N.E.C., vice-chairman. Matters dealt with included :

Western Welsh branch. Most of the members of this branch were at one time in the National Union of Railwaymen and, during that period, an agreement was signed by the management and the union covering salaries and conditions of service for specified grades. Later, the members resigned from the N.U.R. and applied for membership of NALGO which, after inquiries in accordance with the second main principle of the Bridlington agreement, accepted them. Much later, the N.U.R. raised objections, and insisted that the members should be returned to it, mainly on the ground that the Union was a signatory to the agreement. After a final meeting between members of the N.E.C. and the N.U.R., the N.E.C. decided that we should retain the Western Welsh branch and do everything possible in the interests of its members. In the meantime, the management of the Western Welsh Co., hoping that the difference between the union and the Association would be resolved, refused to recognise NALGO. The district organisation officer has seen the general manager in an effort to establish the Association's position and to negotiate a new agreement, but recently the general manager concluded an agreement for salary increases with the N.U.R., although it no longer represents the staff. Efforts to negotiate with the manager are being continued.

NALGO and T. & G. W. U. It was reported that the Association's relations with the Transport and General Workers' Union had been considered by the National Executive Council and that talks were to take place soon between

representatives of the two unions. NALGO will be represented by the President, the chairman and vice-chairman of the service conditions committee, the general secretary, and the chief organisation officer.

B.E.T. companies. While agreements have been reached with several B.E.T. undertakings in respect of specific grades of clerical staff, negotiations are still proceeding with the Birmingham and Midland Motor Omnibus Company (Midland Red). These negotiations are the result of a reference from the National Arbitration Tribunal and have taken longer than was expected, due to the desire of both sides to reach agreement. Whilst NALGO can take the matter back to the Tribunal, it is considered advisable, if possible, to reach agreement before referring the salaries and conditions of service of other grades to arbitration. The general manager is to meet the chief organisation officer on September 13 for a final discussion on the present negotiations. The district organisation officers concerned with B.E.T. negotiations are to discuss with the chief organisation officer and myself the whole field of B.E.T. companies, with a view to formulating a policy in respect of salaried staff and other grades not covered by the existing agreements.

"Crosville" case. The salaries and conditions of service of the staff of this Tillings undertaking were the subject of a reference to the N.A.T. five months ago, the result of which was discussed at Conference. It was pointed out to the committee that the award was binding on both sides but that it was nevertheless hoped to open negotiations with the management later.

"Company" staffs. The National Executive Council has referred the problem of negotiating machinery for company controlled transport staffs to the National Consultative Committee, and I shall be submitting a comprehensive report to the next meeting of the committee.

Municipal transport

The staff side of the Transport Advisory Committee of the local government National Joint Council recommended on May 27:

(a) That transport inspectors and clerical staff should receive an annual bonus as "penalty" payments for time worked on Saturday afternoons, Sundays and Bank Holidays;

(b) That an amendment be sought to the present method of payment to inspectors and foremen in respect of night work; and

(c) That, having regard to the recommendation on "penalty" payments, no action should be taken at present on the application to raise the minimum of Grade I of the scales for inspectorate grades.

These recommendations have been accepted by the staff side of the N.J.C. and will now go forward for negotiation.

GAS SERVICE by L. A. GARRATT

Senior Officers Joint Council: constitution and aims

AS BRIEFLY reported in the last issue of "L.G.S.," the first meeting of the Senior Gas Officers' Joint Council was held on June 26, when the following Constitution was formally adopted:

I. FUNCTIONS

The functions of the Senior Gas Officers' Joint Council (hereinafter referred to as the "Joint Council") are to provide a recognised means of negotiation and consultation in order to secure combined action in carrying out the Objects herein (Clause II) by (a) the Gas Council and (b) the Gas Officers' Guild and the National Association of Local Government Officers (hereinafter referred to as "the Organizations") in respect of those senior gas officers employed by the Gas Council or the Area Gas Boards (hereinafter referred to as "Officers") coming within the jurisdiction of the Joint Council and not being employees whose terms and conditions of employment are covered by the Agreements of (a) the National Joint Council for Gas Staffs, which Joint Council has within its purview staffs who are normally graded within the Grading Scheme approved by that Council, the salary limits being (as at April 1st, 1950) £800 per annum in the Metropolitan Area, £770 per annum in the Provincial "A" Grade, and £755 per annum in the Provincial "B" Grade, or (b) the National Joint Standing Committee for Intermediate Grades.

II. OBJECTS

(a) To settle by negotiation terms and conditions of service for officers, except in respect of such officers or such categories of officers in the employ of such Area Gas Boards (or the Gas Council considered as an employer) as may be agreed by the Joint Council. Failing agreement, reference shall be made, at the request of the Gas Council or the Organizations, to a ballot of such officers or such categories of officers, such ballot to be held under conditions to be agreed by the Joint Council, the majority result of which ballot shall be binding on the Joint Council.

(b) To promote and encourage measures affecting the safety, health and welfare of officers and to discuss other matters of mutual interest.

(c) To consult with the Gas Council, the Area Gas Boards, Educational and other Authorities and Persons in advancing the skill of officers, including the provision of facilities for education and training.

(d) To define the constitution of any Area Joint Committee that may be established.

(e) To co-operate with other Bodies and persons in matters of common interest.

(f) To consider matters affecting the interests of officers, including legislation, or proposed legislation, and to take any necessary action thereon.

(g) To make representations respecting the needs and opinions of officers to the Government and any body or person, to consider any matters referred to the Joint Council by any of the foregoing, and to take any necessary action thereon.

(h) To facilitate the encouragement, consideration, and utilisation of inventions and improvements in machinery and methods and the safeguarding of the rights of the authors of such inventions and the designers of such improvements.

(i) To secure means of ensuring the speedy settlement of any difference arising between any officer or officers and the Area Gas Board (or the Gas Council) employing him, or them.

(j) To issue statements to the Press.

III. ARBITRATION

If the Joint Council is unable to determine any difference, it shall, at the request of the majority of the Gas Council's representatives or of the Organizations' representatives, refer the difference to arbitration by the Industrial Court, the National Arbitration Tribunal, or any other Tribunal agreed by the parties, and any award made in relation to the difference shall be binding upon the parties concerned.

IV. PROCEDURE

The Joint Council shall have power to draw up rules governing the conduct of its business.

Membership of the joint council comprises not more than 30 representatives, one half being appointed by the Gas Council and the other half by NALGO and the Gas Officers' Guild.

Examination of object (a) shows that it is intended to settle by negotiation terms and conditions of service for officers, except those who "contract out."

We appreciate that there may have to be some senior officers outside the purview of the Council, otherwise the position would arise where the employers' side would consist of members of the Gas Council or area boards only. No doubt at national level a joint council could be operated in this way, but if and when area committees are set up, difficulties would arise.

"Ceiling" too low

In certain areas there appears to be some doubt as to the need for this council. Some employers consider they can best deal individually with each officer in receipt of a salary outside the purview of the National Joint Council for Gas Staffs, and some officers also hold this view. It is difficult to believe that the majority of officers receiving more than £850 a year are in a vastly different position from those receiving £850. If it is conceded that there should be a ceiling above which salaries and conditions of service should be agreed between the

employer and the individual, there can be no justification for so low a figure. The gas industry has its own peculiar problems, one being that the title given to a post does not mean that the duties and responsibilities are identical in each area. The organisation and administration of most areas are fundamentally different, but similar problems have been overcome in other services where terms and conditions have been negotiated to a much higher figure without jeopardising those who may have been engaged on a favourable basis before the introduction of the agreed terms.

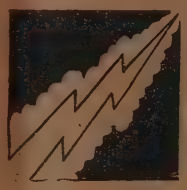
Officers should remember that the decision to "contract out" rests with them, and that, unless agreement is reached in the joint council as to which officers shall be excluded, a ballot is to be held in those areas where doubt exists. Before deciding to "contract out," officers should consider the position carefully and not be persuaded to do something which is opposed to their better judgment. It may not prove necessary to negotiate terms and conditions of service in the same form as for other staff, but in a nationalised industry, even with the best intentions, there is greater difficulty in maintaining that personal contact necessary to ensure satisfactory results from individual arrangements.

N.J.C. for gas staffs

The second annual meeting was held on June 27. W. E. WEBB, J.P., chairman of the staff side was, upon the proposition of COL. H. C. SMITH, elected chairman of the N.J.C. Col. Smith was elected vice-chairman. J. E. N. DAVIS relinquished the appointment of staff side and joint secretary, and I was unanimously elected in his place.

The overtime bonus scheme had previously been discussed by the salaries and conditions of service committee, whose report was accepted. The employers are considering the observations of the staff side, and it is hoped that the present unsatisfactory position will be resolved by the adoption of a scheme acceptable to both sides.

ELECTRICITY by L. G. MOSER



Industrial Court to hear senior officers' pay claim this month

THE DIFFERENCE between the two sides of the National Joint Council on the claim for a salary increase for grades 1 to 9 will be heard by the Industrial Court on Wednesday, September 12. Until this part of the claim has been settled I would prefer not to comment upon those parts which have been agreed through the National Joint Council, details of which were published in last month's "L.G.S."

A query has arisen in one or two areas, however, on assimilation to the amended scales. In so far as these are related to age, the position is straightforward; for officers over the age of 26 assimilation should be as follows:

General Clerical Scale

Present Salary		*New Salary*	
Men	*Women*	*Men*	*Women*
£	£	£	£
325	260	375	300
340	272	395	316
355	284	410	328
365	292	430	344
375	300	430	344
385	308	430	344

Telephone Operators

Present Salary	*New Salary*
£	£
260	300
272	316
284	328
292	344
300	344
308	344

Similarly, shorthand typists, typists and machine operators on the minimum of the old scale go to the minimum of the new, those on the first step to the first step of the new, and so on.

"Fourth Leg"

As forecast in my talk to electricity representatives at Conference, the agreement setting up the National Joint Managerial and Higher Executive Grades Committee has now been signed. The body comes into being officially on September 1, and will, it is hoped, hold its first meeting during that month.

Because the scope of the Accountancy and the Administrative, Secretarial and Executive sub-committees is wider than was envisaged, branches have been invited to submit fresh nominations for NALGO's representatives. The National Consultative Committee is anxious that our team shall represent all the various interests involved, so it is hoped that branches will take full advantage of the opportunity.

May I underline that NALGO is still able, despite the peculiar arrangement of the "managerial" sub-committee, to look after the interests of *all* non-engineering staff, whatever their salary or position. Any suggestion to the contrary which may come from certain sources should be challenged.

National Joint Council

This is the first opportunity I have had to report that J. H. WARREN, general secretary, has found it necessary to relinquish the chairmanship of the staff side, and that L. W. G. HETHERINGTON has been unanimously elected to this office. Mr. Hetherington is also chairman of the N.J.C. for 1951-2. An additional seat has been created on each side, and NALGO has appointed H. BEWES, eastern area, to the staff side.

The agreement on payment of removal expenses and lodging allowances to employees permanently or temporarily transferred is too long to publish here. Branches have been notified, however, and members affected should get details from their honorary secretaries.

After protracted negotiations through the NJB/NJC co-ordinating committee, the following subsistence and meal allowances have been agreed:

Absence overnight

Salary class (provincial rates)	*Rates per 24-hour period 1st 7 nights* in one place*	*8th-28th night in one place*
	Rate 1	*Rate 2*
	s. d.	*s. d.*
A. £1,000 and over	37 6	32 6
B. £450-£999 ..	35 0	30 0
C. Others	30 0	25 0

*In exceptional circumstances, the period during which Rate 1 allowance is paid may be extended at the discretion of an Electricity Board.

Following one or more overnight allowances, if the absence extends beyond the period covered by the 24-hour allowance, meal allowances may be claimed for the period in excess.

An employee who has to stay in the same hotel as an employee entitled to a higher rate of subsistence can claim the higher rate.

Meal allowances

If an employee is necessarily absent not less than five miles from his normal place of employment during the day and is unable to take meals at his normal place, he may claim allowances in accordance with the following rates:

Salary class (provincial rates)	*Breakfast*	*Lunch*	*Tea*	*Dinner*
	s. d.	*s. d.*	*s. d.*	*s. d.*
A and B ..	4 0	4 0	2 0	6 0
C	3 6	3 6	1 6	5 0

Breakfast allowance will be payable only when it is necessary for an employee to leave home before 7 a.m. and more than one hour before the time normally necessary to enable him to reach his place of employment at the normal starting time.

Dinner allowance will be payable only when it is necessary for an employee to be away from his house or place of employment after 8 p.m.

If an employee is required to work at his normal place of employment:

(*a*) until after 7 p.m., and has to purchase a meal, he may claim a meal allowance of 2s. 6d.;

(*b*) until after 8 p.m., and has to purchase a meal, he may claim the appropriate dinner allowance;

provided that both tea and dinner allowances are not claimed in respect of the same evening's work, and that the employee is not entitled to payment for overtime in respect of the same period.

If an employee is called out after midnight, or is continuously employed up to or after midnight, he may claim a night allowance of 4s. This can be in addition to the allowance for tea or dinner.

Reservists' pay, pension and reinstatement rights

THE PASSING of the Auxiliary Forces (Protection of Civil Interests) Act, 1951, on August 1 provides, among other things, that local and other public authorities (including the National Health Service) may make up the balance of civil pay, with retrospective effect from July 15, 1950, to officers who, as reservists, are called up for service with the Armed Forces. Thus the three safeguards which NALGO has persistently sought for the past year—provision for make-up of civil pay, preservation of superannuation rights, and reinstatement—have now all been secured.

The Act does not compel authorities to make up the balance of pay, but makes it legally possible for them to do so. Neither does it provide for make-up of civil pay where the period does not exceed 15 days, but local authorities already have the necessary powers to make up the pay of "Z" reservists (as was stated by the Minister of Local Government and Planning in answer to a question in the House of Commons on July 18). No new powers are needed in respect of the nationalised electricity and gas industries.

New superannuation rules

Part IV of the Act provides for the protection of superannuation rights during the periods of service, except where this is already done under other legislation. A draft of new rules to be made under the Superannuation (Miscellaneous Provisions) Act, 1948, has, in fact, already been issued by the Ministry of Local Government and Planning. These new rules—the Superannuation (Local Government Staffs) (National Service) (Amendment) Rules, 1951—extend the definition of "national service" in the Superannuation (Local Government Staffs) (National Service) Rules, 1949. The two sets of rules are to be construed as one and cited together as the Superannuation (Local Government Service) (National Service) Rules, 1949 and 1951, to have effect from July 15, 1950. Under the new rules, if the service pay of a local government officer called up as a reservist is less than his civil pay, he will not be required to pay superannuation contributions while serving in order to be able to take this service into account for superannuation purposes. If the service pay is less than previous civil pay, but greater than civil pay less superannuation contributions, a reduced amount will be payable.

The Ministry of Local Government and Planning is preparing amendments to the National Health Service (Superannuation) Regulations, 1951, which will preserve the superannuation rights of members in the National Health Service who are called up as reservists. Superannuation rights of officers who are members of the British Electricity Authority and Area Boards' Superannuation Scheme are already protected by the provisions of that scheme.

Reinstatement rights are given to reservists called up or recalled for wholetime service at any time after July 15, 1950, by the Reinstatement in Civil Employment Act, 1950. Similar rights are given to reservists called up for three months' or 18 months' training by Part II of the Reserve and Auxiliary Forces (Training) Act, 1951, which also contains provisions protecting persons liable to 15 days' training from dismissal from employment arising out of that liability.

Chancellor hears plea for higher pensions

A DEPUTATION from the T.U.C. Local Government Advisory Committee, which has, for some time, been seeking a revision of the Pensions (Increase) Act, 1947, was received by the Chancellor of the Exchequer on July 31. A statement was submitted, urging the need for increased pensions in view of the rising cost of living and the consequent hardship to local government employees who had retired before 1947 and whose pensions had been based on low rates of pay.

T. HALES, NALGO's legal officer, was a member of the deputation, and one of the three spokesmen appointed by the deputation to present the case. He contended that it was neither just nor equitable that, although all local government pensioners were affected by the rising cost of living, some were denied any pensions increase at all. He also strongly urged the abolition of the existing means test, pointing out that the 1944 Act contained special provisions applying to some civil service pensioners, which did not include a means test, and quoting the case of a member who was receiving a limited increase in pension which, because of the means test, would be withdrawn when she became entitled to the increase soon to be payable under the National Insurance Act, thus completely denying her the benefit of that increase.

The Chancellor referred to the difficulty of meeting all demands made on behalf of persons with fixed incomes, but undertook to consider the statement. He was "not unsympathetic" towards the proposal, but repeated that it could only be considered with parallel claims, bearing in mind the limited amount of money available from the national income.

N.E.C. Committees

THE committees of the National Executive Council met on July 6 and 7. Matters discussed and decisions reached, subject in most cases to confirmation by the N.E.C., included:

Service conditions

Salaries and cost of living: Conference's instruction to the N.E.C. to take every possible step to safeguard salary standards was referred to the service conditions sub-committee, with power to recommend action direct to the N.E.C. at its meeting on September 22. A letter has been sent to the Government expressing the views of Conference on the need to control prices of necessities and reduce the cost of living.

Equal pay: The staff side of the local government National Joint Council has been asked to give notice that a claim for equal pay will be lodged at a later date. The intention is to be brought to the notice of staff sides of the other National Joint Councils with which NALGO is concerned, with a request that action be taken when appropriate.

Information about the number of women employed by local authorities, and their respective gradings, is to be obtained from branches. The equal pay sub-committee is to consider the reference to the N.E.C. on carrying out a campaign.

Dispute with Coseley U.D.C.

NALGO has declared a trade dispute with Coseley urban district council, which has refused to give effect to the salary increases approved by the National Joint Council on April 24.

Association membership: District committees are to be asked to provide information about membership for use by the committee when considering action to secure 100 per cent membership.

Staff welfare: The committee considered that NALGO could not, at present, do more to further the enactment of a statutory code for non-industrial workers. It was decided that, in the meantime, where adverse working conditions exist, branches should be asked to take local action. Should that fail, the issue would be taken to the provincial council, and if necessary, to the National Joint Council.

Public relations

Branch magazine competition: The N.E.C. is to be asked to award cups and trophies, in addition to certificates, to branch magazine prize-winners, and to present the awards at the next Conference.

Weekend conference of district public relations representatives: A weekend conference to discuss district public relations problems and the implementation of the Conference resolution calling for a vigorous and continuous public relations policy is to be held in October.

Education

Health service schools: Arrangements are to be made for a four day school for health service members next year.

Scholarship scheme: The sub-committee is to prepare a detailed scheme for the award of scholarships in 1952, with particular reference to residential courses.

Benevolent and Orphan Fund

Crossways Trust: The N.E.C. is to be asked to invest a further £6,000 in Crossways Trust Limited, which would give NALGO the right to fill up to ten vacancies in the home as and when they occur.

At Random

by 'HYPERION'

Interviews on the 27th ?

Wanted. A woman shorthand-typist. N.J.C. scales—application forms and further particulars from the Director of Education, County Hall. Clothing date—April 28, 1951.—*Cardiff newspaper advt.*

Worth trying

$1,000 REWARD
for anyone getting
undulant fever from
OUR MILK.
GUNNISON CREAMERY.
(Advt. in Gunnison News-Champion.)—*New Yorker.*

Curl up and diet

Some ladies smoke too much and some ladies drink too much and some ladies pray too much,
But all ladies think that they weigh too much.
They may be as slender as a sylph or a dryad,
But just let them get on the scales and they embark on a doleful jeremiad.
So I think it is very nice for ladies to be lithe and lissome,
But not so much so that you cut yourself if you happen to embrace or kissome.—*Odgen Nash.*

Big stiffs

It is reported that tall men are more subject to rheumatism than small men.

A sure sale

Austin seven, 1923, 14 miles per gallon, for sale cheap. Modern house taken in part exchange.—"*Birmingham Mail.*"

Till you drop

Overtime will not be paid for, but compensatory leave will be granted and subsidence allowance paid when late evening duties are necessary.—*Application form for post of baths superintendent.*

Worth double time

Half-day stripping old geyser in bathroom (would not get hot).—*Gas fitter's time sheet.*

Man in making

"Are you sure," wrote a parvenu mother to a headmaster, "that my son will learn good manners at your school ?"

"Certainly madam," came the reply. "Your son will have every chance with us. At present he seems to have no manners—only customs."

The daily dip

Personally, I do not think I have really washed myself—except as regards the visible portion of my body like my face and hands—since the time when somebody else did it for me. It is true I have got into the habit of taking a cold bath ; but that is not washing. I do it as a stimulant, and I often think I had better have taken to whisky.—*G. Bernard Shaw.*

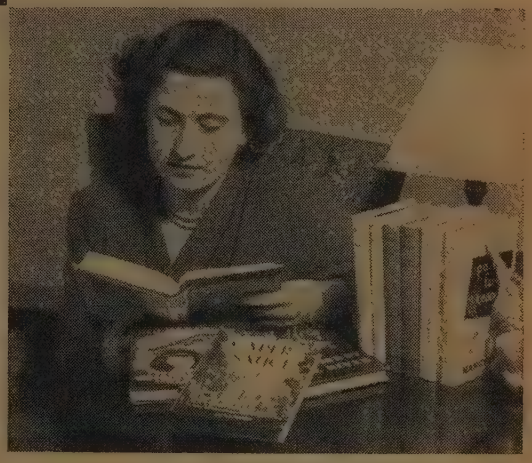
N.H.S. prescription ?

And if you want medicines to winne women, I have yet more, the lungs of a vultur, the ashes of stellio, the left stone of a cocke, the tongue of a goose, the brayne of a cat, the last hair of a wolve's tail. Things easie to be hadde, and commonly practised.—*John Lyly* (in 1580).

World panacea

It is quite clear that all the troubles of the world are really due to people being awake so much, and that sleep is society's only safeguard.—*M. J. Nugent.*

The simple pleasures cost the least



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Readers' Forum

HEALTH SERVICE PAY AWARD

"Higher A.P.T. grades penalised"

THE HEALTH STAFFS salaries award is open to the same objection as the local government one: the increase is assessed as a fixed sum instead of a percentage, thus reducing further the differentials and penalising officers in the higher A.P.T. grades. Whilst most may feel that what was sought has to a considerable extent been achieved, it is the minority in the over-£500 a year class who are aggrieved and conscious that their interests have suffered.

The employers' argument—that we must reckon from the last arbitration—has apparently been accepted unquestioningly. Then, presumably, when the next salaries award is made, it will be reckoned from the present award, which infers that the differentials will be still further reduced. As a way forward this looks like the *via dolorosa*.

It is surely no part of NALGO's functions to accept the employers' outlook. The ironing-out of inequalities and distribution of the national burden may be safely left to the Chancellor of the Exchequer. It is NALGO's inalienable function to look after the interests of all its members without discrimination, and to secure a fair and reasonable salary for each and every member. The scaling-down of the higher salary grades in the course of salary negotiations should not be accepted.

2, Lansdowne Road, Regents Park Road, Southampton. A. J. BLAKE

NALGO does not accept the employers' outlook: but it must reckon with it. Negotiation involves compromise—by both sides: therefore the staff side cannot get its own way entirely. But the employers' arguments were not "accepted unquestioningly", nor were the increases for the higher grades scaled down during the negotiations.

SALARIES POLICY

The President's warning

In his presidential address to Conference, MR. E. L. RILEY said, "We do not want to take part in a scramble, but sheer necessity compels us to say that, until rising costs are halted, we shall continue to press our claims for adequate remuneration for all sections of our membership."

This can only mean one of two things: either that he wishes to indicate a state of mind in the majority of working men with which he does not wish to associate himself, or NALGO, to preserve a sickening snobbery, or that the Association is reluctant to enter a legitimate claim at the earliest possible moment and would prefer members to wait until, to use his later words, "necessity compels us."

In other words, if prices were stabilised at their immediate level, NALGO would take no further action to obtain "adequate remuneration" for its members.

Heston and Isleworth Branch. CRITICUS

Salaries disappointment

The executive committee of Westmorland branch wishes to register its disappointment in the salaries award, particularly in view of the salary increases recently granted to other sections of officers in local government.

Westmorland MILES H. COULTON

DO G.D.s LACK INITIATIVE?

Members hit back

E. R. LUKE's *letter in the June "L.G.S." in which, after complaining that the recent local government salaries award had "pandered to the majority" by giving too much to the general division and too little to the higher grades, he wrote that "anyone entering local government service at 16 who is still in the General Division at 30 or 32, must lack initiative, determination, ambition, and guts, and cannot improve the status of the service" has brought a storm of protest. We have space to publish extracts only.*

"Unfairly treated"

Mr. Luke's outburst is typical of many "elder brethren" who are eaten up with their own importance. NALGO is run by such people, primarily for themselves, with little thought for General Division or other low grades. Its claim for a "cost of living" increase failed because it asked for 20 per cent on all salaries when it should have asked for an equal increase for all. In the event, the higher grades were unfairly treated because of their greed, and those at the top of the General Division were unfairly treated because they lack representation on the committees that count.

"A. P. T."

"Cost of living same for all"

Mr. Luke misconceives the meaning of "cost of living." Since it is the cost of the necessities of life it is the same for all. On this basis, officers on the maximum of General Division have been badly served, inasmuch that they get £10 less than those in most of the higher grades.

J. A. T. FRENCH

Surveyor's Department, Reading.

Armies need privates, too

While every Army recruit has a Field Marshal's baton in his haversack, no Army can consist entirely of generals or even of corporals. In local government there are many humdrum but necessary jobs which do not warrant an increase in status for those performing them. These officers should be fairly paid.

R. J. W.

Qualifications no passport

I am over 28, a Bachelor of Commerce, London University, and a Part 1 finalist of the I.M.T.A.—and I am still in the General Division.

JAMES C. G. DAWSON

Treasurer's department, Preston.

"Too much conflict"

There can be only one captain of a cricket team. Do all the other players lack initiative? Did Mr. Luke, when he was learning his job, consider himself overpaid? His chief may have thought he was. I entreat him to be more friendly: there is too much conflict between the "haves" and the "have-nots" in "L.G.S."—and as a former branch officer I know what harm it can do. Are not all members bound to help each other and not cause grade or class distinction?

Rondesbosch, Cape Town, S.A. A. P. FISHER

PENSIONERS' PLIGHT

The thrifty penalised

The Government has long pressed the need of personal saving in order to augment national funds, and to supplement pensions on retirement. How does it work?

Pensioner X, by hard saving and careful investment, provided a small income which, with his pension, just excludes him from increased pension under the Pensions (Increase) Act. He gets no benefit from the Act, but could bring himself within benefit by passing to his children those investments which increase his income beyond the stipulated amount; a course which would be contrary to the purpose of the legislation.

Pensioner Y, on the other hand, has always spent to the limit of his salary, saving nothing. If his pension falls below the prescribed amount, it will be supplemented by the taxpayer: he is thus able to eat his cake and have it.

The solution is to abolish the "means test" and apply the Pensions (Increase) Act to all who contributed fully to the Superannuation Fund.

PENSIONER

This is what NALGO is aiming to do. *See report on page 574.*

NEW CAR ALLOWANCES

"To detriment of majority"

Surely the recently negotiated scale of car allowances was to compensate, in some degree, for the heavy increases in the cost of motoring?

Taking 3,500 miles a year as a fair average for users in urban and municipal areas (and assuming that most officers use a 10 h.p. car, ten or more years old), payment under the new scheme will amount to £108 19s. 7d., as against the £112 minimum under the previous scheme—a poor sort of compensation.

The new rates may benefit those officials of the nationalised undertakings, who cover very large areas, but it is to the detriment of the remaining majority.

Before the introduction of the 'national' negotiated allowances just over two years ago, my council's travelling allowance was higher than the payment for a similar mileage under the new scheme, although expenses were then barely two-thirds of what they are today.

E. V. ROBERTS

Public Health Department, St. Marychurch, Torquay.

"Why not retrospective ?"

Last November "L.G.S." reported that a new car allowances scale was in the offing. Now, nine months later, we are told that the scheme will operate as from July 1, 1951. Why no retrospective payment ?

The emphasis that cars can be used for private purposes to an unlimited amount is eyewash. If NALGO believes it has negotiated a fair scheme, I certainly do not. Less advice from "technical experts" and more from the man who foots the bill might have produced better results.

T. AKROYD

Authorised and Welfare Officer, Berkshire County Council.

Small user worse off

Many small mileage car users will suffer substantial reductions under the new car allowances scheme. The owner of an old 10 h.p. car doing 2,000 miles a year will lose £28 11s. 8d. a year compared with the old scale.

As the revision of the scheme was necessary because of the increased costs of running and maintaining a car, which had taken place since the last review of April 1, 1950, it is no wonder that the General Secretary deemed it necessary to "assist members to appreciate the features of the scheme."

Can one imagine any industrial trades union accepting a settlement which in fact leaves *any* member the worse off as a result of a claim for "a not unsubstantial increase of existing rates" ?

VERB SAP

County Offices, Aylesbury.

Psst !—hold it !

DEPUTY'S PAY

Higher rate urged

To my mind the time is long overdue when the remuneration of a deputy (or so-called "assistant," carrying the full duties and responsibilities of a "deputy") should bear some sensible percentage relation to that of the senior officer. My experience as "assistant" is that only by the utmost personal endeavour have I managed to secure a salary of less than 50 per cent of that of the senior officer, for whom I act as full deputy on his not infrequent absences from office. The question of payment for temporary increase in responsibilities is a separate issue, and throws into relief the necessity for "the rate for the job," without individuals having to resort to appeal.

FIAT JUSTITIA

Letters for the October journal must reach the Editor, 1 York Gate, Regent's Park, London, N.W.1. by September 14.

Higher subscriptions

When this General and Clerical Division union of ours known as NALGO voted to increase the annual subscription, didn't somebody tell it about loss of subscription income from more highly paid members ? Broadly speaking, members in salary grades up to £440 per annum are unaffected. But if I remain a member of NALGO—which I don't intend to do—my annual subscription will be increased by twenty shillings a year.

I have 29 years' local government service and have been a member of NALGO most of that time. I am a member of two professional societies and my annual subscription is 7s. 6d. a year less in one case and 3s. a year more in the other, than the new proposed rates.

T. A. LOCKETT

Shalstone House, Surbiton.

CROYDE CONSIDERATION

A camper's gratitude

My wife and I arrived at Croyde Bay centre on our first "trial" of a camp holiday on June 23, but, unfortunately, my wife fractured her wrist two days later.

It is with pleasure and gratitude that I record the great help and consideration which the manager, the staff, and the NALGO campers showered upon us in our "spot of bother." We missed a lot of the fun and games, but were compensated by the friendliness and affection which we were offered.

J. H. SPARROW

London Electricity Board, L.E.S.C.O. House, S.E.1.

Headquarters notice-board

1, York Gate, Regent's Park, London, N.W.1. WELbeck 4481

Southern district office

The new address of the Southern District Office is 8, Queen Victoria Street, Reading, Berks. Reading 2345.

District staff changes

J. M. MALONE, North Western and North Wales District Organisation Officer, has been appointed D.O.O. of the South Wales and Monmouthshire district, in place of I. G. ELLIS, who has joined the establishment section, S.W. Electricity Board.

A. A. KLAIBER, formerly with Poole corporation, has been appointed district officer in the North Eastern district.

Christmas cards

Members will again to able to buy their Christmas cards from Headquarters and, at the same time, benefit the Benevolent and Orphan Fund.

This year there are three attractive snow-scene designs, at 6s. a dozen (in assorted dozens only) and the NALGO crest cards, 6s. a dozen, all with envelopes.

Some of last year's cards—an outdoor and indoor Christmas scene—are available at 4s. a dozen. Order from branch secretaries or Headquarters.

Audit of pass-books

Members of the NALGO Provident and Building Societies who have not yet sent their pass books to Headquarters for the 1950 audit, should do so at once.

For late holidays

The NALGO holiday guide contains many reliable addresses. 9d., post free from Headquarters.

House exchange

Thorpe Bay : Mod. 2-bed. bungalow, for modern 3-bed. house near Croydon. Saggers, "Norbury," Greenways, Thorpe Bay.

APPOINTMENT VACANT

Convalescent home manageress

Manageress required for a convalescent home which will be opened soon at Lytham St. Annes. Salary £300 a year rising by annual increments of £15 to £345, plus residential emoluments valued for pension purposes at £120 a year. Applications are invited from persons having administrative ability and a sound knowledge of catering. Selected candidates will be interviewed in London on September 21. Applications to be sent to: General Secretary, N.A.L.G.O., 1, York Gate, Regent's Park, London, N.W.1, by September 10.

PERSONAL

WHITEWICK:—Thomas Henry and Ellen Sarah, congratulations on your diamond wedding 14th September, 1951. Late of Surbiton; now living 2 Gordon Road, Faversham.

CIVIL SERVICE EXAMINATIONS

Clerical Classes, 16-18; Executive Class, 17½-18½; Officer of Customs and Excise, 19-21; Executive Class and Clerical Class exams. for ex-National Servicemen and ex-Regulars on leaving Forces. Specialised postal tuition by University graduates for Civil Service exams. 10 per cent reduction for members of NALGO and their families. Write for particulars to:

CIVIL SERVICE CORRESPONDENCE SCHOOL

10, Station Parade, Balham High Road, S.W.12

MY BOOKSHELF

by EDWARD KAY

THIS summer's abundant book-harvest is above average in quality. In this brief and crowded column I can offer no more than a few dogmatic judgments; there is no room to justify them.

First, two worthy books on the political scene. ROGER SOLTAU gets down to bedrock in **An Introduction to Politics** (Longmans, Green. 16s.). A stimulating first book for students, it is equally attractive for "ordinary" citizens, whom it should help "towards the intelligent fulfilment of their civic duties." A quietly colourful and often witty companion is K. B. SMELLIE'S **A Hundred Years of English Government** (2nd revised edition. Duckworth. 25s.) which shows familiar events in historical perspective.

England's heart . . .

When a practised writer like IVOR BROWN sets out to describe **The Heart of England** (third edition. Batsford. 12s. 6d.) you expect more for your money than you actually get. Mr. Brown admits that it is a "random, vagabond affair, about life as it is lived in England, the social heritage and its new executors." It is easy-going, pleasant stuff, mostly commonsensical but sometimes whimsical, with a marked middle- and upper-class bias (the chapter on schools omits the primary !).

. . . and some of her limbs

Our capital county has risen to the festival occasion by publishing **The Youngest County** (Staples. 5s.), a handsome and readable description of the work the London County County Council does, written and designed by officers of the council but showing no trace of officialdom; the best bit of local government without tears that I can remember, and the cheapest.

Salisbury has so many individual buildings of aesthetic or historical interest that R. L. P. JOWITT, in his **Salisbury** (Batsford. 8s. 6d.) has not been able to avoid the manner of a catalogue; but he does not rob the subject of its romance.

The Lancashire county council has issued, through E. J. Burrow and Co., a lavish county handbook which should appeal both to business men and to those who love their many-sided country. The book contains a workmanlike section on the county council's work by STEPHEN DUNCAN.

The new cheap edition of **London lives on** (Phoenix House. 12s. 6d.) contains 100 photographs by E. W. TATTERSALL and 100 pages of text by R. G. BURNETT. Neither illustrations nor commentary rise above the ordinary. V. C. CHAMBERLAIN has written a generously illustrated little guide to Bath, **The City of Bath** (Rankin, Bristol. 7s. 6d.).

Law and administration

R. E. MEGARRY'S indispensable **The Rent Acts** (Stevens. 50s.) has run to a sixth edition which bears the characteristic dedication "To the draftsmen of the Acts with Awe and Affection and to the County Court Bench with a Sympathy as Profound as it is Respectful." D. N. CHESTER'S analysis of the statutory provisions of **The Nationalised Industries** (Allen and Unwin for the Institute of Public Administration. 7s. 6d.) appears in a second revised edition. The provisions and operation of the Legal Aid and Advice Act 1949 (called by Sir Hartley Shawcross "The charter of the little man to the British courts of justice") are lucidly described by ERIC SACHS in **Legal Aid** (Eyre & Spottiswoode. 36s.). Editors and others in "the print" will want for their reference shelves **The Law of Advertising**, W. J. LEAPER (Butterworth. 21s.).

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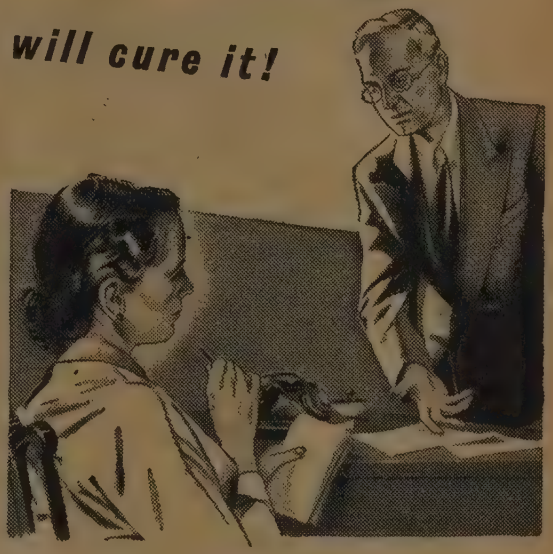

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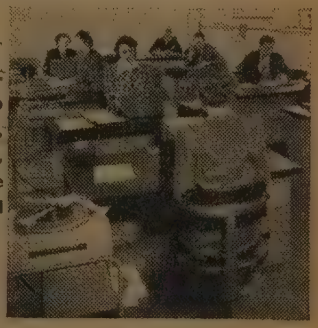

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B.Y.T. 634

Mrs. H.P.C. 761

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F.A.S.

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W.F.G. 346x

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K.W.M. Ed 518

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National Executive Council 1951-52

THE RESULT of the election of the National Executive Council for 1951-52 is as follows. New members, whose photographs are below, are starred.

Eastern

★G. H. BLOOD, dist. senior clerk, E. Elec. Board, Norfolk sub-area, 3,473. Member, dist. c'ttee ; p. pres. and sec., W. Norfolk branch ; p. pres. Norfolk elec. branch ; staff side chairman, dist. joint council ; member N.J.C.

A. E. NORTROP, deputy borough education officer, Luton, 3,450.

H. BEWES, senior mains clerk, Eastern Electricity Board, 2,168.

A. H. AUBERTIN, admin. officer, roads and bridges dept., East Suffolk, 1,986.

East Midland

MISS F. E. POLE, secretary to gen. manager, transport dept., Leicester, 5,144.

G. T. BELTON, rating and val. officer and dep. clerk, Basford, 5,027.

R. EVANS, clerk, Blackwell, 4,388.

J. PEPPER, Establishment officer, E. Midlands Electricity Board, 3,611.

Metropolitan

A. E. ODELL, dep. town clerk, Poplar, 9,252.

L. W. G. HETHERINGTON, section head, S.W. sub-area, L.E.B., 7,701.

W. PITT STEELE, secretary, Aldersbrook Homes, East Ham, 7,578.

A. E. KAY, admin. asst., Essex, 7,073.

L. G. SIRETT, sen. accountancy asst., Hendon, 6,924.

W. STROTHER, borough engineer and surveyor, Bethnal Green, 6,586.

J. W. EDMONDS, cler. off., P.L.A., 6,569.

R. B. WEBB, estab. off., Westminster, 6,593.

L. G. LAMBE, acc. asst., Croydon, 6,552.

J. B. MCCANN, 1st class asst, L.C.C., 6,552.

T. D. BRADFORD, chief cashier, Hampstead, 6,015.

North Eastern

F. BAINBRIDGE, committee clerk, Durham C.C., 4,619.

J. Y. FAWCETT, cashier, S. Shields, 3,998.

A. GALLON, secretary and chief clerk, city engineer's dept., Newcastle, 3,577.

O. BAXTER, chief clerk, education dept., Middlesbrough, 2,827.

North Western and North Wales

J. P. PHOENIX, information officer, Liverpool, 11,468.

MISS M. TOWNSON, asst. in charge, welfare and records, passenger transport dept., Liverpool, 10,967.

A. E. FITTON, district sanitary officer, Blackpool, 10,344.

H. MATHER, chief cashier, water dept., Manchester, 10,339.

S. DUNCAN, publicity officer, Lancashire, 10,251.

H. RUSSELL, secretary, N.W. Gas Board, Stockport, 8,644.

N. HURD, rating officer, treasurer's dept., Manchester, 8,380.

L. H. TAYLOR, chief admin. asst., town clerk's dept., Salford, 8,303.

★R. F. HENDERSON, clerk, Merseyside and N. W. Elec. Board, 6,713. Vice-chairman Merseyside and N.W. elec. cons. c'ttee ; member of dist. joint council, and dist. joint advisory council.

W. ROWLANDS, treasurer, Rhyl, 6,556.

Scottish

D. GALBRAITH, chief cashier, finance dept., Paisley, 4,683.

J. PENNY, chief asst., city assessor's dept., Dundee, 4,539.

N. MCLEAN, clerk, city chamberlain's dept., Glasgow, 4,287.

★MISS H. M. MONAGHAN, burgh assessor and registration officer, Clydebank, 3,896. Member Scottish dist. c'ttee ; J.I.C. ; women's services sub-c'ttee ; No. 8 area co-ordinating c'ttee ; hon. treasurer equal pay campaign c'ttee (Scotland).

T. STEWART, chief accountant, Inverness, 3,891.

HONORARY OFFICERS

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Vice-presidents : W. STROTHER and T. NOLAN.
Immediate past-president : E. L. RILEY.
Trustees : T. NOLAN, J. PEPPER, and W. ROWLANDS.
Hon. Treasurer : J. H. ROBINSON.
Hon. Solicitors : P. H. HARROLD (England) ; J. C. RENNIE (Scotland) ; J. G. ILES (Wales).

Southern

W. F. APPLETON, chief sanitary inspector, Portsmouth, 3,890.

V. A. DAY, research officer, town planning, Oxford, 2,987.

★L. R. JENKINS, chief costs asst., surveyor's dept., Bucks., 2,464. Member provincial council and dist. c'ttee.

★F. H. JUPE, chief clerk, education dept., Hants., 2,300. Member prov. council ; vice-chairman prov. council educ. c'ttee ; acting chairman dist. c'ttee ; chairman dist. educ. c'ttee ; branch secretary.

South Eastern

N. W. BINGHAM, sen. assistant (welfare), Kent education committee, 6,322.

A. J. PACKER, asst. div. education officer, Kent education committee, 5,076.

A. A. DUMBRELL, chief cashier and clerk (licences section), E. Sussex, 3,822.

W. J. WYNN, principal asst. architect, Surrey, 2,748.

South Wales and Monmouthshire

R. G. TROLLOPE, chief clerk, parks dept., Swansea, 3,933.

H. W. JOHN, est. officer, B.E.A. (S.W.). 3,757.

★W. J. HARRIS, admin. officer, health dept., Glamorgan, 3,688. Member of S. W. and Mon. prov. council and executive ; member dist. executive ; vice-chairman dist. health consultative c'ttee ; member local authority's joint advisory committee.

South Western

G. R. ASHTON, M.B.E., clerk and chief finance officer, Keynsham, 5,260.

C. J. NEWMAN, O.B.E., town clerk, Exeter, 4,204.

W. W. YEATES, dep. city librarian, Plymouth, 3,963.

★W. P. GILLIGAN, chief staffing and statistical asst., treasurer's dept., Devon, 3,284. Member dist. c'ttee ; chairman Devon branch executive ; member S. W. provincial council.

Yorkshire

E. C. R. CHINN, salaries officer, treasurer's dept., Huddersfield, 6,711.

F. C. CORBISHLEY, chief clerk, treasurer's dept., York, 5,711.

T. NOLAN, accountant, No. 4 sub-area, Yorkshire Electricity Board, 5,235.

A. SMITH, chief admin. officer, treasurer's dept., Sheffield, 5,094.

G. B. CREDLAND, income clerk, treasurer's dept., Sheffield, 5,028.

A. BATLEY, asst. admin. officer, public health dept., Leeds, 4,305.

★MISS A. GUEST, librarian, Barnsley, 4,018. Member prov. council and dist. c'ttee, chairman of dist. women's sub-c'ttee ; member women's services sub-c'ttee ; past president Barnsley branch.

West Midland

C. A. SMALLMAN, senior welfare officer, Birmingham, 5,678.

MISS M. W. CURTIN, matron, Moxley Hospital, Wednesbury, 5,514.

A. ANDERTON, finance officer, Walsall hospital management committee, 5,472.

H. R. JONES, sen. accountancy asst., Wolverhampton, 5,469.

H. N. SCHRADER, chief welfare officer, Wolverhampton, 5,124.

C. B. EVANS, chief clerk, estates dept., Birmingham, 4,530.

G. H. Blood (E.)

R. F. Henderson (N.W.)

Miss H. M. Monaghan(Scot.)

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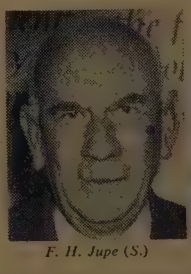

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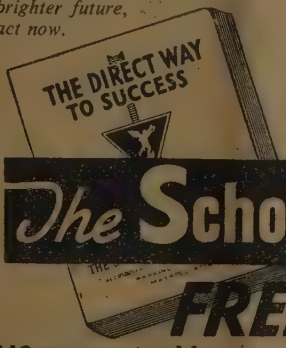

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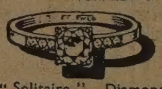
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For further details, syllabus and entry forms apply to The Secretary,

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OFFICIAL & MUNICIPAL

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Applications are invited for the appointment of a Draughtsman in the above Department at a salary in accordance with Grade I of the A.P.T. Division of the National Scheme of Conditions of Service, commencing at £440 per annum and rising by annual increments to a maximum of £485 per annum.

Applicants should be competent Draughtsmen with experience of Architectural work and Surveying and Levelling.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the National Scheme of Conditions of Service, and is terminable by one month's notice on either side.

Applications endorsed "Draughtsman," accompanied by copies of three recent testimonials, must be delivered to the undersigned not later than Saturday, September 8th, 1951.

Canvassing either directly or indirectly will be a disqualification.

MAURICE RIDGERS,
Clerk of the Council.

Brookmead,
Station Road, Dorking, Surrey.

DORKING AND HORLEY RURAL DISTRICT COUNCIL

ENGINEER AND SURVEYOR'S DEPARTMENT

Applications are invited for the appointment of a Senior Engineering Assistant in the above Department at a salary in accordance with Grade IV of the A.P.T. Division of the National Scheme of Conditions of Service, commencing at £530 per annum and rising by annual increments to a maximum of £575 per annum.

Applicants should have had at least three years' experience and have taken a recognised course of Engineering training and have passed some parts of the Associate Membership Examination of the Institution of Civil Engineers or the Testamur Examination of the Institution of Municipal Engineers.

The appointment will be subject to the provisions of the Local Government Superannuation Act 1937, and the National Scheme of Conditions of Service, and is terminable by one month's notice on either side.

The successful applicant will be required to provide means of transport for which a travelling allowance will be paid in accordance with the said National Scheme.

Forms of application may be obtained from the Engineer and Surveyor, Mr. J. H. C. Lamb, A.R.I.C.S., A.M.I. Mun.E., at "Russelldene," Church Road, Horley, Surrey, and must be delivered to the undersigned in a sealed envelope endorsed "Senior Engineering Assistant," not later than Saturday, 8th September, 1951. Applications should be accompanied by copies of three recent testimonials.

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MAURICE RIDGERS,
Clerk of the Council.

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DORKING AND HORLEY RURAL DISTRICT COUNCIL

ENGINEER AND SURVEYOR'S DEPARTMENT

Applications are invited for the appointment of a Building Inspector in the above Department, at a salary in accordance with Grade I of the A.P.T. Division of the National Scheme of Conditions of Service, commencing at £440 per annum, rising by annual increments to a maximum of £485 per annum.

Preference will be given to applicants holding the Building Inspectors Certificate of the Institution of Municipal Engineers or a similar qualification, and who have had extensive experience in the administration of Building Byelaws.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the National Scheme of Conditions of Service, and is terminable by one month's notice on either side.

Applications endorsed "Building Inspector," accompanied by copies of three recent testimonials, must be delivered to the undersigned not later than Saturday, September 8th, 1951.

Canvassing either directly or indirectly will be a disqualification.

MAURICE RIDGERS,
Clerk of the Council.

Brookmead,
Station Road, Dorking, Surrey.

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

HIGHWAYS AND BRIDGES DEPARTMENT

Applications are invited for the appointment of Assistant Divisional Surveyors (three). The appointments will be in grades A.P.T. III (£500-£545), IV (£530-£575) or V (£570-£620) of the National Joint Council Scales, according to qualifications and experience and will be subject to the provisions of the Local Government Superannuation Act, 1937 (as amended by the West Riding County Council (General Powers Act, 1948). Successful candidates will be required to pass a medical examination.

Officers appointed will be required to provide a motor car for use on official business, and will be paid travelling and subsistence allowances on the approved scale.

Applications, on forms to be obtained from the under-signed, must be received not later than 15th September, 1951.

S. MAYNARD LOVELL, O.B.E., T.D.,
Chartered Civil Engineer,
County Engineer & Surveyor.

County Hall,
Wakefield,
August, 1951.

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DO YOU forget what you meant to say, as soon as you're on your feet?

or

DO YOU marshal your arguments logically and convincingly?

DO YOU impress your listeners by forceful, calm reasonableness, punctuated by the right emphasis at the right place?

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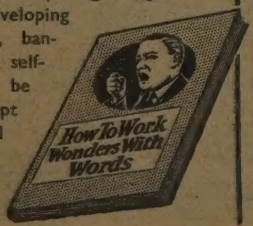

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